



2014  
TOWN OF NANTUCKET  
ANNUAL REPORT

JULY 1, 2013 – JUNE 30, 2014

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Cover Photograph: Pioneer Lynx in Nantucket Harbor

Photograph courtesy of Tracy Comatis Braga

Production: The Country Press Inc.

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TOWN ADMINISTRATION (508) 228-7255.**

# FISCAL YEAR 2014 ANNUAL TOWN REPORTS

TOWN AND COUNTY OF



NANTUCKET, MASSACHUSETTS  
(for the period covering July 1, 2013 – June 30, 2014)

## IN MEMORIAM

To the following persons who served the Town of Nantucket and passed away during fiscal year 2014:

JEAN BROOKS MERRILL LOCKLEY

JEANETTE THEROUX "JENNY" GARNEAU

PATRICK JOSEPH PARADIS

JOHN "JACK" PIGNATO

SUSAN LOCHTEFELD CRECCA

DONALD CRAWFORD ALLEN, JR.

EUNICE R. VIERA

SARAH R. BELL

NANCY REZENDES

WE ARE GRATEFUL FOR THEIR YEARS OF SERVICE TO THE TOWN OF NANTUCKET

## NANTUCKET "AT A GLANCE"

### GENERAL INFORMATION

County: Nantucket	Kind of Community: Resort, Retirement, Artistic
Type of Government: Town Manager, Selectmen, Open Town Meeting	Area: 47.8 Square Miles
2012 Population: 10,298	Population per Square Mile (2012): 215.44
Moody's Bond Rating (as of 12/2013): Aa2	Town Website: <a href="http://www.nantucket-ma.gov">www.nantucket-ma.gov</a>

### FISCAL YEAR 2014 TAX RATES, LEVIES, ASSESSED VALUES, AND REVENUE SOURCES

	TAX RATE (per \$1,000)	TAX LEVY	ASSESSED VALUE
Residential	\$3.76	\$ 56,629,540.01	\$ 15,734,218,626
Open Space	\$3.60	\$ 41,259.24	\$ 11,460,900
Commercial	\$6.68	\$ 6,272,932.32	\$ 939,061,724
Industrial	\$6.68	\$ 324,454.28	\$ 48,571,000
Personal Property	\$6.68	\$ 1,378,853.57	\$ 206,415,205
<b>TOTAL</b>		<b>\$ 64,647,039.42</b>	<b>\$ 16,939,727,455</b>

REVENUE SOURCES	DOLLAR AMOUNT	PERCENT OF TOTAL
Tax Levy	\$ 64,647,039	54.24%
State Aid	\$ 1,725,838	1.45%
Local Receipts	\$ 46,222,287	38.78%
Other Available	\$ 6,592,570	5.53%
<b>TOTAL</b>	<b>\$119,187,734</b>	<b>100.00%</b>

### FISCAL YEAR 2014 PROPOSITION 2-1/2 LEVY CAPACITY

### FISCAL YEAR 2014 STATE AID

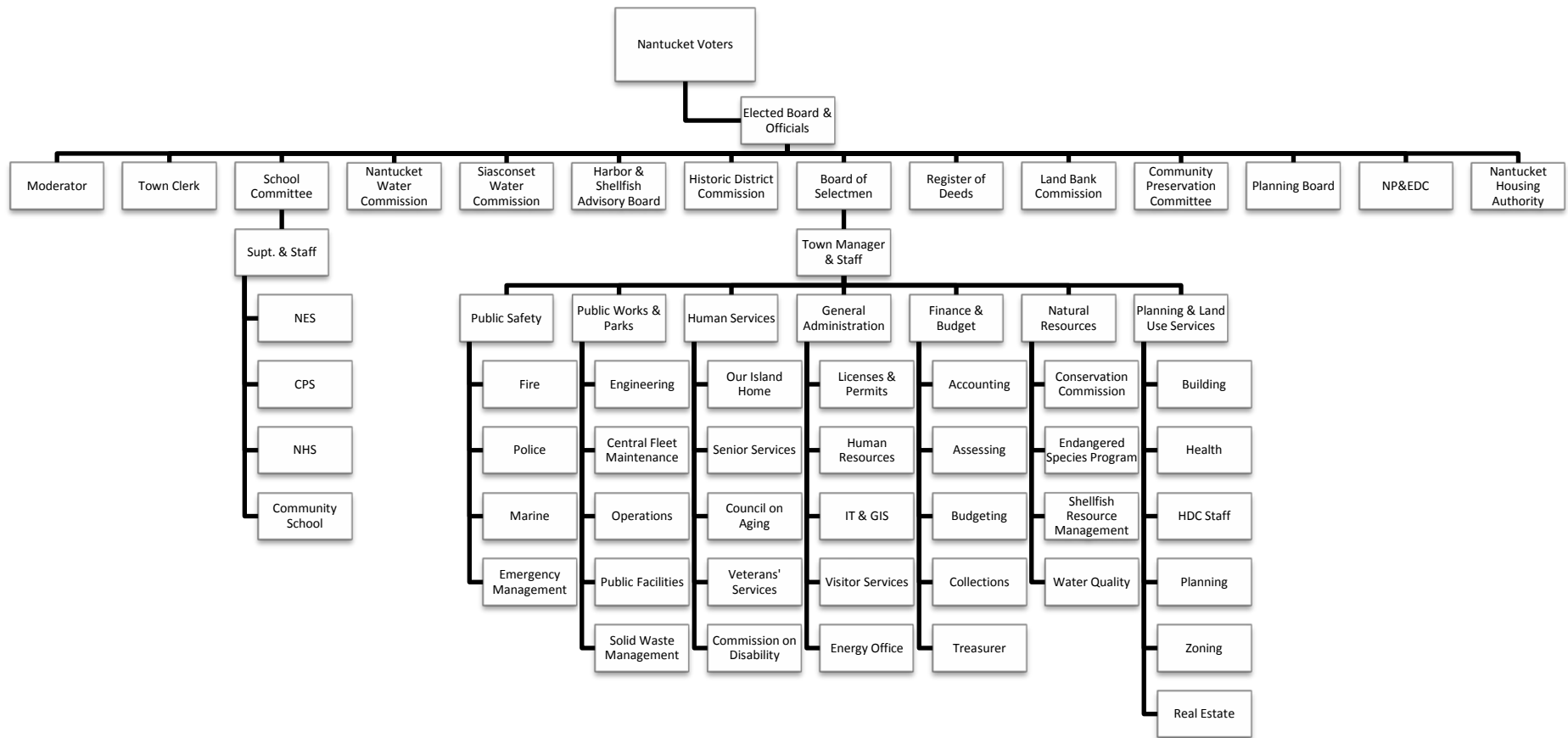
Levy Base	\$ 58,393,607	Education	\$ 1,426,663
2-1/2 % Increase	\$ 1,459,840	General Government	\$ 299,175
New Growth	\$ 679,339	Overestimates	\$ 0
Override	\$	Total Assessments	(\$ 396,613)
Levy Limit	\$ 60,532,786	Net State Aid	\$ 1,329,225
Debt Excluded	\$ 6,839,438		
Excess Capacity	\$ 2,725,185		
Ceiling	\$ 423,493,186		
Override Capacity	\$ 356,120,962		

### RESERVES

### REVALUATION

Free Cash (07/01/2013)	\$5,671,720	Most Recent	Fiscal Year 2013
Fiscal Year 2014 Overlay Reserve	\$1,419,341.64	Next Scheduled	Fiscal Year 2016

Town of Nantucket  
Organization Chart  
*Fiscal Year 2014*



Various Boards/Committees/Commissions Appointed by the Board of Selectmen, County Commissioners & Town Manager

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## GENERAL INFORMATION

### *Elected Officials (terms expire at Annual Town Election in year noted)*

#### **Board of Selectmen**

Rick Atherton, <i>Chairman</i> (2014) – re-elected	2017
Robert DeCosta (2014) - re-elected	2017
Bruce D. Miller	2015
Matthew G. Fee	2016
Tobias B. Glidden	2016

#### **Community Preservation Committee (At-Large)**

Carol Dunton	2015
Richard Brannigan	2015

#### **Harbor and Shellfish Advisory Board**

Peter Brace, <i>Chairman</i> (2014) – re-elected	2017
Charles Connors	2015
Douglas Smith	2015
Dr. Peter Boyce	2016
Wendy McCrae	2016
Mike Glowacki	2016
Bill Blount (2014) – re-elected	2017

#### **Historic District Commission**

Linda Williams, <i>Chairman</i>	2016
Kevin Kuester – resigned – succeeded by Diane Coombs	2015
John F. McLaughlin	2016
David Barham (2014) – succeeded by Raymond Pohl	2017
Dawn Hill-Holdgate (2014) – re-elected	2017
<i>Associate Members</i>	
Jascin Leonardo	2015
Abigail C. Camp	2016
Diane Coombs – succeeded by Kristine Glazer	2017

#### **Housing Authority, Nantucket**

Bertyl V. Johnson, Jr., <i>Chairman</i>	2015
Norman Chaleki	2016
Vacant, <i>State Appointee</i>	2017
Linda Williams	2018
Dr. John O'Neill (2014) – succeeded by Robert Andersen	2019

**Land Bank Commission, Nantucket Islands**

Allen Reinhard, <i>Chairman</i>	2018
Philip Bartlett	2015
Neil Paterson	2016
Robert L. Gardner	2017
John Stackpole (2014) – re-elected	2019

**Moderator**

Sarah F. Alger (2014) - re-elected	2015
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**Planning Board**

Barry Rector, <i>Chairman</i> (2014) – re-elected	2019
Sylvia Howard	2015
John McLaughlin	2016
Nathaniel E. Lowell	2017
Linda Williams	2018
<i>Alternate Members (appointed by Board of Selectmen)</i>	
Carl K. Borchert	2015
Diane Coombs	2016
Joseph Marcklinger (2014) - reappointed	2017

**School Committee**

Dr. Timothy Lepore, <i>Chairman</i> (2014) – re-elected	2017
Jennifer Iller	2015
Melissa Murphy	2015
Jeanette Garneau (d. 9/13/2013) – succeeded by Pauline Proch	2016
Robin Harvey (2014) – re-elected	2017

**Town Clerk**

Catherine Flanagan Stover	2016
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**Water Commission, Nantucket**

Allen Reinhard	2015
Noreen Slavitz	2016
Nelson Eldridge (2014) – re-elected	2017

**Water Commission, Siasconset**

Robert Benchley, III	2015
John Pearl	2016
Gerald Eldridge (2014) – re-elected	2017

## APPOINTED OFFICIALS

### Airport, Nantucket Memorial

Thomas M. Rafter, *Manager*  
Jamie Miller, *Business/Finance Manager*  
Ashley Christ, *Business Manager (through 05/2014)*  
Janine Torres, *Office Manager*  
Debra A. Crooks, *Finance Assistant*  
David Sylvia, *Compliance/Training Coordinator*  
Noah Karberg, *Environmental Coordinator*  
Robert Tallman, *Terminal/Security Coordinator*  
Jorene Partida, *Security Assistant*  
Linda True, *Receptionist*  
John Grangrade, *Maintenance Superintendent*  
Preston Harimon, *Operations Superintendent-ARFF/EMT*  
Lara Hanson, *Operations Superintendent-FBO*  
Garrett W. Allen, *Maintenance Specialist/EMT*  
Peter B. Fowler, *Maintenance Specialist*  
Robert Holdgate, *Maintenance Specialist*  
Michael O'Neil, *Maintenance Specialist*  
Matthew Aguiar, *Maintenance Specialist*  
Chris Wilson, *Maintenance Specialist/Building Maintenance Technician (through 03/2014)*  
John Dugan, *Maintenance Specialist/Building Technician*  
Nathaniel Ray, *Maintenance Specialist/Mechanic*  
Ted B. Muhler, *Terminal Maintenance Specialist*  
John A. Davis, *Terminal Maintenance Specialist*  
Leonard I. Liburd, *Terminal Maintenance Specialist*  
Noe R. Pineda, *Terminal Maintenance Specialist*  
Blaine C. Buckley, *Operations Supervisor*  
Frederick Wellington, *Operations Specialist*  
Timothy D. Mooney, *Operations Specialist*  
Addison Falconer, *Operations Specialist*  
Shanroy Nelson, *Operations Specialist*  
Nolan Spence, *Operations Specialist*  
Durand Spence, *Operations Specialist*  
Leisa M. Heintz, *Fixed Base Operations Representative*  
Laura Clagg, *Fixed Base Operations Representative (through 09/2013)*  
Willma Perez, *Fixed Base Operations Representative*  
Clement Johnson, *Fixed Base Operations Representative*

### Constables

F. Manuel Dias  
James Perelman  
Frank Psaradelis, Jr.  
Robert R. Reardon, Jr.  
Jerry W. Adams

Catherine Flanagan Stover  
John H. Stover  
David Fronzuto

## Finance Department

Brian Turbitt, *Director of Municipal Finance/Town Accountant*  
Irene Larivee, *Finance Director/Town Accountant (through 12/2013)*  
Martin Anguelov, *Assistant Director of Municipal Finance*  
Deborah Weiner, *Treasurer*  
Elizabeth Brown, *Tax Collector*  
Robert Dickinson, *Assistant Town Accountant*  
Deborah Dilworth, *Assessor*  
Pamela Butler, *Assistant Tax Collector*  
Krista Lewis, *Payroll Administrator*  
Ellen Trifero, *Assistant Assessor*  
Maureen DiLuca, *Field Assessor*  
Patricia Giles, *Senior Clerk*  
Elizabeth Flanagan, *Administrative Assistant*  
Kathleen Richen, *Operations Coordinator*  
Patricia Murphy, *Administrative Assistant/Collection*  
Kathy LaFavre, *Assistant Treasurer*  
Diana Wallingford, *Accounts Payable Coordinator*  
Peggy Altreuter, *Accounts Payable Coordinator*  
Robin LaPiene, *Accounting Clerk*  
Matt Mannino, *Accounting Clerk*

## Fire Department

Mark McDougall, *Chief*  
Edward Maxwell, *Deputy Chief*  
Max Nicholas, *Second Call Deputy Chief*  
Nelson Eldridge, *Third Call Deputy Chief*  
Jeanette Hull, *Office Administrator/EMT*  
Elizabeth Shannon, *Fire Prevention Officer/Firefighter/EMT*  
Robert Bates, *Fire Alarm Superintendent/Firefighter/EMT*  
Thomas Holden, *Captain, Firefighter/EMT*  
Francis Hanlon, *Captain, Firefighter/EMT*  
Stephen Murphy, *Captain, Firefighter/EMT*  
Matthew Dixon, *Captain, Firefighter/EMT*  
Earl Eldridge, *Firefighter/EMT*  
Peter Cavanagh, *Firefighter/EMT*  
Christian Ray, *Firefighter/EMT*  
Corey Ray, *Firefighter/EMT*  
Christopher Beamish, *Firefighter/EMT*  
John Allen, *Firefighter/EMT*  
Shane Perry, *Firefighter/EMT*  
Jeffrey Allen, *Firefighter/EMT*  
Shawn Monaco, *Firefighter/EMT*  
Charles Kymer, *Firefighter/EMT*  
Sean Mitchell, *Firefighter/EMT*  
Nathan Barber, *Firefighter/EMT*  
David Pekarcik, *Firefighter/EMT*  
Beau Barber, *Firefighter/EMT*

Matthew Avis, *Firefighter/EMT  
Fire/EMT Call Personnel*  
Rob Benchley  
Ryan Webb  
Brian Gray  
John Grangrade  
David Gray  
George Vollans  
Ralph Hardy  
Kevin Ramos  
Brandon Eldridge  
Matt Aguiar  
Jareb Keltz  
Ariel Marcoux  
Stephen Pignato  
Nathaniel Ray  
Christopher Gould  
Kinishka Knapp  
Jordan Seitz

Joseph Townsend, *Firefighter/EMT*  
Carol Moffitt  
Danny Haynes  
Gerald Eldridge  
Neil Paterson  
Christopher Holland  
Kenneth Gullicksen  
Norman Gauvin  
Michael O'Neil  
Jared Smith  
Alex Rezendes  
Justin Rogers  
Anne Stearns  
Charlotte Tallman  
Christina Crane  
Jeremy Eldridge  
James Topham

#### **Human Resources**

Patricia Perris, *Director*  
Amanda Johnson, *Human Resources/Benefits Assistant*

#### **Human Services, Department of**

Pamela Meriam, *Director*  
Ann Medina, *Business Office Coordinator*  
Laura Stewart, *Saltmarsh Program Coordinator*  
Virginia Carrera, *Assistant Program Coordinator*  
Ralph Hardy, *Veteran's Service Agent*  
Arnold Paterson, *Veteran's Service Agent/Veteran's Graves Officer (through 09/2013)*  
Deborah Carl, *Senior Day Center Director*  
Mary Richrod, *Senior Day Center Director (through 09/2013)*  
Jennifer Pask, *Senior Day Center Assistant Director*

#### **Information Technology/Geographic Systems**

Linda Rhodes, *Information Technology Manager*  
Nathan Porter, *Information Technology and Geographic Information Systems Coordinator*  
Molly Sprouse, *Information Technology Systems Technician*  
Patrick McGloin, *Information Technology Systems Technician*  
Jason Bridges, *Information Technology Specialist*  
Enoch Sower, *Information Technology Application Support Technician*

#### **Nantucket Energy Office**

Lauren Sinatra, *Energy Program and Outreach Coordinator*  
George Aronson, *Energy Consultant*

## **Nantucket Islands Land Bank**

Eric Savetsky, *Executive Director*  
Jesse A. Bell, *Assistant Director*  
Susan Campese, *Administrator/Finance Manager*  
Bruce Perry, *Resource Planner/Ecologist*  
Jeffrey Pollock, *Property Management Supervisor*  
Robert Earley, *Property Manager*  
Edward Boynton, *Maintenance Specialist*  
Peter Hallik, *Building Maintenance Specialist*  
Brian Paonessa, *Seasonal Property Assistant*

## **Natural Resources, Department of**

Jeff Carlson, *Natural Resources Coordinator*  
Tara Riley, *Shellfish Biologist*  
Jonathan C. Johnsen, *Natural Resources Enforcement Officer*  
Leah Cabral, *Assistant Biologist*

## **Our Island Home**

Rachel Chretien, <i>Administrator</i>	
Susan Balester, <i>Business Operations Coordinator</i>	
Erika Kieffer, <i>Business Office Assistant</i>	
Kathleen Maxwell, <i>Medical Records Secretary</i>	
Edward King, <i>Maintenance Supervisor</i>	
Colleen Kinney, <i>Maintenance Assistant</i>	
Panuwatara Thairatana, <i>Maintenance Assistant</i>	
Gail Ellis, <i>Director of Nursing</i>	
Patricia Dargie, <i>RN</i>	Lisa Haye, <i>RN</i>
Sara Jones, <i>RN</i>	Ann Lindley, <i>RN</i>
Lisa Toney, <i>RN</i>	Priscilla Worswick, <i>RN</i>
Heather Francis, <i>RN</i>	Nadene Haye, <i>LPN</i>
Donna King, <i>LPN</i>	Nancy Koyl, <i>LPN</i>
Carol Matson, <i>LPN</i>	Mary Patton, <i>LPN</i>
Maria Lemus, <i>LPN per diem</i>	Bridgett Bloise, <i>CNA</i>
Bernard Boswell, <i>CNA per diem</i>	Alicia Briscoe, <i>CNA</i>
Barbara Clarke, <i>CNA II</i>	Marvette Ellis, <i>CNA</i>
Kerri Flaherty, <i>CNA</i>	Lilian Grimes, <i>CNA</i>
Jacqueline Harrison, <i>CNA II</i>	Michelle Harrison, <i>CNA</i>
Jenise Holmes, <i>CNA</i>	Shaunette Lindo, <i>CNA</i>
Sophia Lyttle-Liburd, <i>CNA II</i>	Jessica Mason, <i>CNA II</i>
Denise Ricketts, <i>CNA II</i>	Diane Otts, <i>CNA Mentor</i>
Tameika Outar, <i>CNA</i>	Avia Parkinson, <i>CNA II</i>
Hopie Robinson, <i>CNA</i>	Karen Rowe-Thomas, <i>CNA</i>
Ellen Ryder, <i>CNA</i>	Gloria Sanders, <i>CNA</i>
Sherry Souza, <i>CNA</i>	Henrick Wallace, <i>CNA II</i>
Andrea Williams, <i>CNA per diem</i>	Yashuda Paudel, <i>CNA</i>
Juliet Dawkins, <i>CNA</i>	Seville Wallace, <i>CNA per diem</i>
Nicole Downing, <i>CNA per diem</i>	Avril Lowe, <i>CNA per diem</i>

Lyndy Rodriguez, <i>CNA</i>	
John O'Connor, <i>Food Service Supervisor</i>	
Tuki Attapreyangkul, <i>Cook</i>	Willard Baptiste, <i>Dietary Aide</i>
Virginia Brereton, <i>Dietary Aide</i>	Ola Mae Coleman, <i>Cook</i>
Karen Correia, <i>Food Service Supervisor</i>	Fernella Phillips, <i>Dietary Aide</i>
Maneewan Kyomitmaitee, <i>Dietary Aide</i>	Maturod Thairat, <i>Dietary Aide</i>
Debra Bechtold, <i>Dietician</i>	Stormy Reed, <i>Dietary Aide</i>
Daniel Ross, <i>Cook</i>	
Anna Isabel Sandoval, <i>Laundry</i>	Cindy Stetson, <i>Laundry</i>
Sandra Araujo, <i>Housekeeping</i>	Sheila Barrett, <i>Housekeeping</i>
Christina Crane, <i>Housekeeping</i>	
Meris Keating, <i>Activities Director</i>	Sybil Nickerson, <i>Activities Assistant</i>
Laurie MacVicar-Fiske, <i>Social Worker</i>	

### **Planning and Land Use Services (PLUS)**

Andrew Vorce, *Director of Planning*  
 Leslie Woodson Snell, *Deputy Director of Planning*  
 T. Michael Burns, *Transportation Planner*  
 Eleanor Antonietti, *Land Use Specialist*  
 Stephen Butler, *Building Commissioner*  
 Alan Noll, *Local Building Inspector*  
 Marcus Silverstein, *Zoning Compliance Coordinator*  
 William Ciarmataro, *Plumbing and Gas Inspector (through 06/2014)*  
 William Larrabee, *Wiring Inspector (through 05/2014)*  
 Richard L. Ray, *Health Director*  
 Artell Crowley, *Assistant Health Officer*  
 Mark Voigt, *Historic District Commission Administrator*  
 James Grieder, *Assistant Historic District Commission Administrator (through 06/2014)*  
 Lynell Vollans, *Administrative Specialist*  
 Catherine Ancero, *Administrative Specialist*  
 Anne Barrett, *Administrative Specialist*  
 Karen Hull, *Administrative Specialist*  
 Kay Bradford, *Administrative Specialist*  
 Katie Bedell, *Administrative Assistant*

### **Police Department**

William Pittman, <i>Chief</i>	
Charles Gibson, <i>Deputy Chief</i>	
Jerry Adams, <i>Lieutenant</i>	Angus MacVicar, <i>Lieutenant</i>
Thomas Clinger, <i>Sergeant</i>	Brendan Coakley, <i>Sergeant</i>
Jared Chretien, <i>Sergeant</i>	Daniel Mack, <i>Sergeant</i>
Travis Ray, <i>Sergeant</i>	Daniel Furtado, <i>Sergeant</i>
Kevin Marshall, <i>Sergeant</i>	Steven Tornovich, <i>Sergeant</i>
John Rockett, <i>Sergeant</i>	
John Muhr, <i>Officer</i>	Jerome Mack, <i>Officer</i>
Keith Mansfield, <i>Officer</i>	Christopher Carnevale, <i>Officer</i>
Suzanne Gale, <i>Officer</i>	Janine Mauldin, <i>Officer</i>

Brett Morneau, <i>Officer</i>	Michael Nee, <i>Officer (through 11/2013)</i>
Robert Hollis, <i>Officer</i>	William Sullivan, <i>Officer (through 06/2014)</i>
Michael Cook, <i>Officer</i>	John Hubbard, <i>Officer (through 06/2014)</i>
Jacquelyn Mason, <i>Officer</i>	Michael Brown, <i>Officer (through 11/2013)</i>
Brandon Whiting, <i>Officer</i>	Daniel Welch, <i>Officer</i>
Cassandra Thompson, <i>Officer</i>	Derek Witherell, <i>Officer</i>
Christopher Kelly, <i>Officer</i>	Kevin Nagle, <i>Officer</i>
Sheila Clinger, <i>Office Administrator</i>	Jennifer Erichsen, <i>Information Technology</i>
Melinda Burns-Smith, <i>Emergency Communications Supervisor</i>	
Maria Davis, <i>Office Administrator</i>	Catherine Tovet, <i>Office Administrator</i>
David Fronzuto, <i>Emergency Management Coordinator</i>	
Jessica Norris, <i>Dispatcher</i>	Aaron Hull, <i>Dispatcher</i>
Theresa Eger-Andersen, <i>Dispatcher</i>	Marissa Affeldt, <i>Dispatcher (through 10/2013)</i>
Gwen Comatis, <i>Dispatcher</i>	Patricia Hainey, <i>Dispatcher</i>
Matthew Sullivan, <i>Dispatcher</i>	Megan Smith, <i>Dispatcher</i>
Michelle Malavase, <i>Dispatcher</i>	J. Carlos Moreira, <i>Dispatcher</i>

*Marine and Coastal Resources*  
 Sheila Lucey, *Harbormaster*  
 Kenneth Lappin, *Assistant Harbormaster*  
 Dan Blount, *Assistant Harbormaster (through 06/2014)*

#### **Public Works Department**

Kara Buzanoski, <i>Director</i>	
Silvio Genao, PE, <i>Town Engineer</i>	
Diane Holdgate, <i>Administrator</i>	
Anne Marie Crane, <i>Office Administrator (through 04/2014)</i>	
Denese Allen, <i>Office Administrator</i>	
John Braginton-Smith, <i>General Foreman</i>	
Larry Kester, <i>Facilities Manager</i>	
Hartley Batchelder	Paul Boucher, Jr.
Perry Butler	Paul Clarkson
Carol Driscoll	Ken Apthorp
Nicky Duarte	Dale Gary
Kenneth Hammond	Tristram Marks
Paul Berard	Tim Masterson <i>(through 08/2013)</i>
Hendy McKenzie	Richie O'Neil <i>(through 09/2013)</i>
Shawn Mooney	Osagie Doyle
Raymond Sylvia	Scott Williams
Richard Perry	
<i>Wastewater Treatment Facilities</i>	
David Gray, <i>Chief Plant Operator</i>	Kevin Manning
Paul Frazier	Ardis Gary
James Hardy	Robert Inglis
Willy Leveille	Richard Moore



**Town Administration**

C. Elizabeth Gibson, *Town and County Manager*  
Gregg Tivnan, *Assistant Town and County Manager*  
Heidi Bauer, *Chief Procurement Officer/Project Manager*  
Anne McAndrew, *Office Administrator/Licensing Agent*  
Erika Davidson Mooney, *Executive Assistant to the Town Manager*  
Terry Norton, *Minute Taker*

**Town Clerk's Office**

Catherine Flanagan Stover, *Town and County Clerk*  
Nancy Holmes, *Assistant Town and County Clerk*  
Gail Holdgate, *Administrative Assistant*

**Town Counsel**

Kopelman and Paige, PC

**Tree Warden**

David Champoux

**Visitor Services and Information Bureau**

M. Katherine Hamilton-Pardee, *Director*  
David Sharpe, *Office Administrator*

**Wannacomet Water Company**

Robert L. Gardner, *General Manager*  
Heidi Holdgate, *Business Manager*  
Linda Roberts, *Projects Coordinator*  
Andrea Mansfield, *Administrative Assistant*  
Christopher R. Pykosz, *Operations Manager*  
Robert West, *Engineering Technician*      Mark J. Willett, *Engineer*  
J. Curtis Glidden, *Utilityman*              Jeffrey S. Johnsen, *Utilityman*  
Robert Earle, *Utilityman*                  Kyle Roberts, *Utilityman*

<b>BOARDS, COMMISSIONS, COMMITTEES (appointed by Board of Selectmen for fiscal year terms)</b>
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**Abatement Advisory Board**

Judith Moran, <i>Chairman</i>	2014
Joseph McLaughlin	2014
David Callahan	2014

**Ad Hoc Budget Work Group**

Rick Atherton, <i>Board of Selectmen</i>	2015
Robert DeCosta, <i>Board of Selectmen</i>	2015
Robin Harvey, <i>School Committee</i>	2014
Melissa Murphy, <i>School Committee</i>	2014
Matthew Mulcahy, <i>Finance Committee</i>	2014
Tim Soverino, <i>Finance Committee</i>	2014
C. Elizabeth Gibson, <i>Town Manager</i>	2015
Michael Cozort, <i>School Superintendent</i>	2015
Martin Anguelov, <i>Assistant Director of Municipal Finance</i>	2014

**Agricultural Commission**

Dylan Wallace, <i>Chairman</i>	2014
Amy Zielinski	2014
Campbell Sutton	2014
Michelle Whelan	2015
Danny Baird	2015
Jessica Pykosz	2016
Dane DeCarlo	2016

**Airport Commission**

Daniel W. Drake, <i>Chairman</i>	2015
Arthur D. Gasbarro	2014
David C. Gray Sr. – resigned – succeeded by Neil Planzer	2014
Andrea Planzer	2015
Jeanette Topham	2016

**Audit Committee**

Rick Atherton, <i>Chairman</i>	2015
Bruce D. Miller	2015
Matthew Mulcahy	2014

**Board of Health**

Rick Atherton, <i>Board of Selectmen</i>	2015
Stephen J. Visco	2014
Helene M. Weld, RN	2014
James A. Cooper	2015
Malcolm W. MacNab, MD, PhD	2016

<b>Bulk Fuel Study Committee</b>	
Robert DeCosta, <i>Board of Selectmen</i>	2015
<b>Capital Program Committee</b>	
Phil Stambaugh, <i>At-Large, Chairman</i>	2016
Carol Dunton, <i>At-Large</i>	2014
Joseph T. Grause, Jr., <i>At-Large</i>	2014
Peter Morrison, <i>At-Large</i>	2015
John Tiffany, <i>Finance Committee</i>	2014
Linda Williams, <i>NP&amp;EDC</i>	2014
Tobias Glidden, <i>Board of Selectmen</i>	2015
<b>Cemetery Commission for the Town of Nantucket</b>	
Allen Reinhard, <i>Chairman</i>	2014
Diane Holdgate	2014
Lee W. Saperstein	2015
Robert L. Gardner	2015
Barbara A. White	2016
<b>Community Preservation Committee (<i>appointed designees</i>)</b>	
Ken Beaugrand, <i>Land Bank Commission, Chairman</i>	2016
Robert DeCosta, <i>Board of Selectmen</i>	2014
David Barham, <i>Historic District Commission</i>	2014
Ian Golding, <i>Conservation Commission</i>	2014
Linda Williams, <i>Nantucket Housing Authority</i>	2014
Barry Rector, <i>Planning Board</i>	2014
David Larivee, <i>Parks and Recreation Commission</i> – resigned succeeded by Tara Kelley	2014
<b>Conservation Commission</b>	
Ernest Steinauer, <i>Chairman</i>	2014
Ian Golding	2014
Michael Glowacki	2015
Sarah Oktay	2015
Andrew Bennett	2016
Leslie Johnson – resigned – succeeded by Bam LaFarge	2016
Jennifer Karberg	2016
<b>Contract Review Subcommittee, Human Services</b>	
Mary Wawro, <i>At-Large</i>	2014
John Belash, <i>At-Large</i>	2015
Dorothy Hertz, <i>At-Large</i>	2016
Christopher Kickham, <i>Finance Committee</i>	2014
Linda Williams, <i>NP&amp;EDC</i>	2014
Holly McGowan, <i>Council for Human Services</i>	2014
Augusto C. Ramos, <i>Council for Human Services</i>	2014

**Council for Human Services**

Mary Wawro, <i>Chairman</i>	2016
Holly McGowan	2014
Jeanette Garneau – succeeded by Dorothy Hertz	2014
Margaretta Andrews	2014
Joe Aguiar	2015
Anne Stackpole Menz	2015
Ella B. Finn	2015
Augusto C. Ramos	2016
John Belash	2016

**Council on Aging**

Tom McGlinn, <i>Chairman</i>	2014
Randy Wight	2014
Chuck Gifford	2014
John McLaughlin	2015
Joe Aguiar	2015
Jon St. Laurent	2015
Ella B. Finn	2016
Daryl Westbrook	2016
Glenora Kelly Smith	2016

**Cultural Council**

Jordana Fleischut, <i>Chairman</i>	2016
John Belash	2014
Linda Sonnonstine Sperry	2014
Amy Jenness	2015
John R. Wagley	2015
Vacant	2016
Vacant	2016

**Finance Committee**

Matthew Mulcahy, <i>Chairman</i>	2014
John Tiffany	2014
Timothy Soverino	2014
James Kelly	2015
David Worth	2015
Christopher Kickham	2015
Craig Sperry	2016
Clifford J. Williams	2016
Stephen Maury	2016

**Mosquito Control Advisory Committee**

Kenneth Giles	2014
Charles Stott	2014
Kara Buzanoski, <i>Department of Public Works</i>	2014
Helene Weld, RN, <i>Board of Health</i>	2014

Sarah Oktay, <i>Conservation Commission</i>	2014
<b>Nantucket Affordable Housing Trust</b>	
Susan Bennett Witte, <i>At-Large</i>	2014
Vacant, <i>At-Large</i>	2015
Vacant, <i>At-Large</i>	2015
Linda Williams, <i>Nantucket Housing Authority</i>	2014
Tobias Glidden, <i>Board of Selectmen</i>	2016
Matt Fee, <i>Board of Selectmen</i>	2016
Rick Atherton, <i>Board of Selectmen</i>	2014
Robert DeCosta, <i>Board of Selectmen</i>	2014
Bruce D. Miller, <i>Board of Selectmen</i>	2015
<b>Nantucket Historical Commission</b>	
Deborah Timmermann, <i>Chairman</i>	2016
Philip Gallagher	2014
Kevin Kuester	2014
Diane Coombs	2015
Caroline Ellis – resigned – succeeded by Ian Golding	2015
Susan Handy	2015
Jascin Leonardo	2016
<b>Nantucket Planning and Economic Development Commission</b>	
Nathaniel Lowell, <i>Planning Board, Chairman</i>	2017
Sylvia Howard, <i>Planning Board</i>	2015
John McLaughlin, <i>Planning Board</i>	2016
Linda Williams, <i>Planning Board</i>	2018
Barry Rector, <i>Planning Board</i>	2019
Tobias Glidden, <i>County Commission</i>	2014
Bertyl Johnson, <i>Housing Authority</i>	2014
Andrew Bennett, <i>Conservation Commission</i>	2014
Kara Buzanoski, <i>Department of Public Works</i>	2014
<i>Community At-Large Members</i>	
Donald Visco	2014
Leslie B. Johnson	2015
Charles J. Gardner	2016
<b>New Fire Station Work Group</b>	
Robert DeCosta, <i>Board of Selectmen</i>	12/31/2014
Carol Dunton, <i>Capital Program Committee</i>	12/31/2014
Timothy Soverino, <i>Finance Committee</i>	12/31/2014
Neil Paterson, <i>At-Large</i>	12/31/2014
Peter Morrison, <i>At-Large</i>	12/31/2014
Patricia Roggeveen, <i>At-Large</i>	12/31/2014
Charles J. Gardner, <i>At-Large</i>	12/31/2014
Mark McDougall, <i>Fire Chief, ex officio</i>	

**Parks and Recreation Commission**

F. Nash Strudwick, <i>Chairman</i>	2015
Charles J. Gardner	2014
Keith Yankow	2014
Tara Kelly	2015
David Larivee - resigned– succeeded by Peter Kyburg resigned – succeeded by Richard Turer	2016

**Personnel Compensation Review Committee**

Matthew Fee, <i>Board of Selectmen</i>	2015
Bruce D. Miller, <i>Board of Selectmen</i>	2015
John Tiffany, <i>Finance Committee</i>	2014
Craig Sperry, <i>Finance Committee</i>	2014
Robin Harvey, <i>School Committee</i>	2014
Jeanette Topham, <i>Airport Commission</i>	2014
Nonie Slavitz, <i>Nantucket Water Commission</i>	2014

**Polpis Harbor Municipal Property Advisory Committee**

Rick Atherton, <i>Board of Selectmen</i>
Kara Buzanoski, <i>Department of Public Works</i>
Andrew Bennett, <i>Conservation Commission</i>
Jim Lentowski, <i>Nantucket Conservation Foundation</i>
Diana Brown, <i>Nantucket Community Sailing</i>
Dr. Diane Pearl, <i>Polpis Area Homeowner</i>

**Registrars of Voters (terms expire March 31)**

Carolyn Gould	2015
Janet Coffin	2016
David Goodman (2014) - reappointed	2017
Catherine Flanagan Stover, <i>ex officio</i>	

**Roads and Right-of-Way Committee**

Allen Reinhard, <i>Chairman</i>	2016
Nathaniel Lowell	2014
Lee W. Saperstein	2014
Bert Ryder	2014
Sylvie O'Donnell - resigned– succeeded by Leslie Forbes	2015
John Stackpole	2015
Joseph Marcklinger	2015
D. Anne Atherton	2016
Andrew Vorce, <i>NP&amp;EDC, ex officio</i>	

**Scholarship Committee**

Jeanette Topham, <i>Chairman</i>	2015
David Fronzuto	2014
Erika D. Mooney	2014
Margaret Detmer	2015

Leslie W. Forbes	2015
Jeanne Miller	2016
Mark Voigt	2016
Michael Cozort, <i>School Superintendent</i>	
<b>Sewer Planning Work Group</b>	
Dual A. Macintyre, <i>At-Large</i>	12/31/2013
Nancy Wheatley, <i>At-Large</i>	12/31/2013
Charles Stott, <i>Madaket</i>	12/31/2013
Stephen Anderson, <i>Monomoy/Shimmo</i>	12/31/2013
Robert Williams, <i>Hummock Pond</i>	12/31/2013
Timothy Soverino, <i>Finance Committee</i>	12/31/2013
Matt Fee, <i>Board of Selectmen</i>	12/31/2013
Michael Glowacki, <i>Harbor and Shellfish Advisory Committee</i>	12/31/2013
<b>Tree Advisory Committee</b>	
David Champoux, <i>Chairman, Tree Warden</i>	
Paul Droz	2014
Whitfield Bourne	2014
Terry Pomett	2015
Benjamin Champoux	2015
Sam Myers	2016
Michael Misurelli	2016
Kara Buzanoski, <i>Department of Public Works, ex officio</i>	
<b>Visitor Services and Information Advisory Committee</b>	
Gene Mahon, <i>Chairman</i>	2016
David Larivee – resigned – succeeded by Michelle Langlois	2014
Wendy McCrae	2014
Louise Swift	2015
Philip W. Read	2015
Diane Reis Flaherty	2016
Bevin Bixby	2016
<b>Wood's Hole, Martha's Vineyard and Nantucket Steamship Authority Port Council</b>	
Nathaniel Lowell	2015
<b>Zoning Board of Appeals</b>	
Edward Toole, <i>Chairman</i>	2014
Michael O'Mara	2015
Kerim Koseatac	2016
Susan McCarthy	2017
Lisa Botticelli	2018
<i>Alternate Members</i>	
Mark Poor	2014
Geoffrey Thayer	2015
Michael Angelastro	2016

## APPOINTMENTS BY TOWN MANAGER

### Advisory Committee of Non-Voting Taxpayers

Howard Blitman, <i>Chairman</i>	2015
David Brown	2014
William Sherman	2014
Robert Lucas Fischer	2014
Richard Wolfe	2014
Roger Ernst	2015
Justin Strauss	2015
James Treanor III	2015
Louis Bassano	2016
Glenn S. Meader	2016
Susan Matloff	2016
Anthony F. Walsh	2016
Donald Green	2016

### Commission on Disability

Milton Rowland, <i>Chairman</i>	2014
Georgia Anne Snell	2014
Jeanette Topham	2014
Nancy Rezendes (d. 5/11/2014)	2015
Alexandra M. Rosenberg	2015
Phil Hubbard	2016
Penny F. Snow	2016

### Traffic Safety Work Group

Michael Burns, <i>Transportation Planner</i>
Charles J. Gardner, <i>At-Large</i>
Arthur Gasbarro, <i>At-Large</i>
Mark McDougall, <i>Fire Chief</i>
Silvio Genao, <i>Department of Public Works</i>
Lt. Jerry Adams, <i>Nantucket Police Department</i>
Milton Rowland, <i>Commission on Disability</i>



## STATE AND COUNTY OFFICERS

### County Commissioners

Bruce D. Miller, <i>Chairman</i>	2015
Tobias Glidden	2016
Matt Fee	2016
Rick Atherton	2017
Robert DeCosta	2017

### Deeds, Registry of

Jennifer Ferreira, <i>Register</i>	2018
Kimberly Cassano, <i>Assistant Register</i>	
Jessica Gage, <i>Administrative Assistant (through 05/2014)</i>	
Amanda Furtado, <i>Administrative Assistant</i>	

### Superior Court

Mary Elizabeth Adams, <i>Clerk of Courts</i>	2018
Colleen S. Whelden, <i>Case Specialist</i>	

### District Court

Thomas S. Barrett, *First Justice*  
Deborah A. Dunn, *Associate Justice*  
Donald P. Hart, *Clerk-Magistrate*  
John H. Mezzetti, *Acting Chief Probation Officer*  
Linda Aguiar, *Probation Case Coordinator II*  
Jennifer Larrabee, *Head Administrative Assistant*  
Darlene Hull, *Case Coordinator II*

### Probate and Family Court

Randy J. Kaplan, <i>Justice</i>	
Susan Beamish, <i>Register</i>	2014
Sarah E. Maxwell, <i>Case Specialist</i>	

## APPOINTMENTS BY COUNTY COMMISSIONERS

### Wood's Hole, Martha's Vineyard and Nantucket Steamship Authority Governing Board

Robert F. Ranney	2015
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## NANTUCKET STATE AND FEDERAL REPRESENTATIVES

Elizabeth Warren, <i>US Senator</i>	2018
John F. Kerry, <i>US Senator</i>	2014
William Keating, <i>US Representative</i>	2014
Timothy R. Madden, <i>State Representative</i>	2014
Daniel A. Wolf, <i>State Senator</i>	2014

## GENERAL GOVERNMENT REPORTS

### BOARD OF SELECTMEN

*The mission of the Board is to serve the community by providing clear, concise goals and policies that ensure quality in the delivery of Town services, long-term planning, and improved efficiencies in operating Town government.*

The Board's Annual Report for the year ending June 30, 2014 commenced with the Annual Town Election held in April 2013. At that time, the voters elected Matt Fee and Tobias Glidden as new members of the Board. They joined continuing members Rick Atherton, Bob DeCosta and Bruce Miller. The Board held its organization meeting and elected Mr. Atherton Chair and Mr. DeCosta Vice Chair.

The Board manages its activities by holding weekly meetings, monthly workshops, interfacing with the Town Manager, and networking with committees established by Massachusetts General Law, the Nantucket Bylaw and its own initiative. Through a coordinating system of liaisons, attendance at meetings and designated memberships, the Board is made aware of decisions and recommendations that impact its own initiatives.

Goals for the coming year were adopted in August 2013: They included working to **Improve Municipal Facilities Maintenance**, to **Improve Space Needs Planning** and to manage **Customer Service Delivery**. The goals prioritized the work of the Board, in addition to its ongoing responsibilities such as permit and license approvals, real-estate transactions, budget preparation, analysis of capital needs and, most important, responding to the ongoing concerns of Nantucket citizens.

A staff level effort was undertaken to remind and encourage Town employees to remember that we all serve the citizens. Facilities maintenance was addressed by the hiring of a full-time manager in the Department of Public Works to develop and manage facilities planning and upkeep.

Space needs and facilities planning were a topic of several agenda items and workshop topics. A new fire station work group was appointed by the Board in November 2013 after the completion of the study to establish "Guidelines for Locating the Nantucket Central Fire Station" that was presented to the Board in October. The work group held several meetings toward a recommended course of action for a central station. However, reaching an agreed upon plan to deal with the future of the South Water Street old fire station, the old electric company building housing the PLUS departments, Town Administration offices at 16 Broad Street and the Finance Department at 37 Washington Street requires ongoing discussions. One major part of the Town facilities planning was finalized with the closing of the sale of the Mooney Building at 22 Federal Street to ReMain Nantucket.

The Board devoted time at several meetings and workshops to consider and modify parking regulations in the downtown old historic district and to address possible changes to the residential parking permits and outline of the district. With most of the parking regulations embodied in the Town Bylaws, it became clear that more flexibility was necessary to effectively deal with parking. So at the Annual Town Meeting in April 2014, the Board recommended, and the voters approved, the elimination of the parking bylaw and the Board now may change the regulations by its own vote after a public hearing. Also with the improvement in

the economy, more off-island commercial vehicles parking overnight in the downtown area caused problems and led to the establishment of the "Fast Ferry Connector" which proved to be most successful. These actions, along with the paid parking at the National Grid property and the valet parking service, have helped to alleviate some of the downtown parking issues.

The impacts of rising sea level and erosion on Nantucket's coastline are issues our community has had to deal with. In this regard, the Board received the report from the Coastal Management Plan Work Group. The report recognized the impact of erosion on Town-owned coastal properties and made several recommendations, which the Town is in the process of implementing.

During this year, the Board continued to deal with the issue of the ongoing erosion of the Sconset bluff. Agenda items on, at least, eighteen regular meetings, in addition to four executive sessions of the Board, were required to deal with this complicated matter. After the Conservation Commission issued an emergency permit in December, 2013, the Siasconset Beach Preservation Fund sought, and was successful, in gaining the support (by a 3-to-2 vote of the Board on December 13) for a license to utilize Town-owned beach property to build a hard erosion-control project on 900 feet of the bluff that has eroded, threatening a section of northern Baxter Road.

The April 2014 Town Meeting adopted the Board and Finance Committee's recommendation for operating and capital budgets for the Town and its Enterprise Funds. Nantucket is unique among Massachusetts's municipalities with its own landfill, airport, and nursing care facility, in addition to the normal town services and the provision of fire and police protection. The combined annual operating budgets approach \$120 million annually. The Town General Fund operating budget for FY 2015 supported the Town's services within the expected revenue from recurring sources, requiring no operating override. The 2015 budget followed budgets for fiscal years of 2008 through 2014 that also did not necessitate operating overrides.

The Board, along with the Town Manager, is responsible for negotiating contracts with the unions representing most of our municipal staff. Contracts are generally for three years, and a substantial time commitment is required to bring the agreements to fruition, review by the Board and Finance Committee and formal approval by Town Meeting. To assist in this process a wage-and-job- description study was undertaken, and the results presented to the Board at a workshop. It is expected that, as the findings are implemented over time, salary grades and levels will be competitive and fair to both staff members and the taxpayers.

One of the primary responsibilities of the Board is the annual review of the Town Manager who serves under a three-year contract. The contract was renewed, and the Manager's salary renegotiated at \$140,000 in April 2104.

During the year, several meetings and a workshop included extensive discussions of entertainment licenses. The Nantucket Music Festival raised issues related to the extent and impact of events on an already full summer season. Efforts were made through the licensing process to ensure that balance is maintained between enjoyment of events on the one hand, and noise levels and the Island's ability to absorb significant impacts of such endeavors given the already congested summer on the other.

After a number of attempts of ascertain if meters would help with concerns about taxi service, the Board decided in December 2013 to remove the requirement to install meters in all cabs.

The Town of Nantucket's commitment to transparency and sound governmental policies continued to evolve. A policy to ensure the Town's boards and staff are able to properly deal with actual or potential fraud was adopted. In addition, the Board approved standards of behavior for citizens serving on committees. The policy asks all committee members to sign that they will abide by the policies. Only a few elected board members have refused to sign.

The election held in April 2014 resulted in the election of returning Board members Atherton and DeCosta, and they continue to serve with members Fee, Miller and Glidden. Mr. Atherton was elected Chair and Mr. DeCosta Vice Chair.



In order to be effective, the Board continues to solicit and welcome comments and suggestions from the citizens of Nantucket and recognizes the commitment of the staff that so ably serves the needs of our community.

Respectfully submitted,

Rick Atherton  
Chairman

#### **HUMAN RESOURCES DEPARTMENT**

Health insurance reform in light of the Affordable Care Act and union negotiations dominated the time in the Human Resources Department. The average insurance premium contribution rate for Massachusetts municipalities is 75% town and 25% employee. On Nantucket the most enrolled health insurance plan has a ratio of 90% paid by the Town and 10% paid by the employee. Throughout the year Human Resources met with Town Administration, health consultants, and the Insurance Advisory Committee to discuss moving the premium payments toward the Commonwealth's average. Several models were proposed, but

no specific action was taken for active employees. However, the Town achieved savings in health insurance through the implementation of a modified coverage for retirees and recouping premium payments through improved Stop Loss insurance. Staff attended several low cost seminars in order to better understand the Affordable Care Act.

The Town has union contracts with seven bargaining units. All of the contracts expired on June 30, 2014. The Assistant Town Manager is designated as the lead negotiator. Human Resources helps the process by coordinating the negotiation schedule, preparing negotiation material, working with legal counsel, reviewing costing proposals, and keeping extensive negotiation notes. Thanks to both the Town and union negotiation team members for their time and interest.

Additional noteworthy accomplishments include a classification and compensation study, the search for and hire of a new Finance Director, and finalization of a Fair Labor Standards Act (FLSA) review and appropriate payments. A special effort was placed on improving communications with employees and retirees. Human Resources initiated a monthly newsletter that is distributed electronically to all Town and School employees as well as over 60 retirees. Human Resources first participated on and then transitioned to a leadership position on the Nantucket Employee Empowerment Team. This team is established through the goal of the Board of Selectmen to improve customer service to our community.

Respectfully submitted,

Patricia M. Perris  
Human Resources Director

## **INFORMATION TECHNOLOGY**

The Information Technology Department is responsible for implementing and maintaining the technology infrastructure and computing environment for the Town of Nantucket. Other responsibilities include the administration and management of the Town's internal email system, main municipal financial system (MUNIS), Geographic Information System (GIS), Document Management System and the Town's website, [www.nantucket-ma.gov](http://www.nantucket-ma.gov).

Our department's primary goal is to provide a reliable, secure computing environment that facilitates the use of technology to deliver a more effective and efficient government to the citizens and business community of Nantucket. The following is a summary of the initiatives that were achieved during the 2014 fiscal year.

- Enoch Sower was hired in the fall of 2013 as a full-time employee responsible for the implementation and support of Accela's regional e-permitting system for use by Planning and Land Use Services (PLUS) and licensing. A new "HISTORIC" module has been developed for Historic District Commission (HDC) permits and will be implemented initially for use by the PLUS staff in the fall of 2014. The next phase will allow citizens to submit HDC permits online. Processing of permits for Health and Building divisions of PLUS will follow.
- A new website for the Town of Nantucket was launched the first week of April, 2014. Website development started in early October, 2013, with the selected vendor, Civic Plus. Worcester

Polytechnic Institute (WPI) students were engaged to gather feedback from the community in order to build the most effective and user friendly website for our island community. The new website includes modules for bid postings, online forms, online job applications, an alert center for emergency notifications and featured items and spotlight sections covering different projects around the island. With an average of 30,000 visits per month, the Town of Nantucket website has proven to be an essential informational tool for many citizens and island visitors.

- Video recordings of board, committee, and commission meetings grew over 300% from fiscal year 2013 to fiscal year 2014. A total of 248 meetings were recorded and posted online for public viewing with the Finance Committee, Planning Board, Zoning Board of Appeals, and Capital Committee being added to the list.
- SeeClickFix, a cloud-based free mobile app that allows citizens to submit service requests and monitor progress of issues, has been in use for over a year now. This year 172 service requests were submitted through the app with streets and roads, encroachment and trash (illegal dumping) topping the requests.
- In the winter of 2013, the Town began a two phase project to update the GIS data layers depicting the physical features of the island. In Phase 1 the Town contracted with Kucera International to acquire new aerial imagery of the island. With the advent of more advanced digital photography, we will be able to obtain three inch vs. six inch resolution imagery, resulting in clearer, more detailed images. The imagery capture flight was flown on April 15, 2013 just before the blooming of most tree species ensuring the clearest visibility of physical features. Phase 2 of the project will use this imagery to update the Town's 30 GIS data layers. It is expected that the new imagery and updated data layers will be available in October, 2014.
- Network infrastructure upgrades continued throughout the year. An upgrade to the Town's wide-area wireless network was started in early June. This upgrade will ensure backup communications are available between buildings if primary network disruptions occur. Additionally, our existing Wi-Fi service was replaced with a new Radius server solution allowing for more advanced network access, better overall central management and enhanced security.
- New equipment was installed to support the roll-out of the new Voice Over IP (VOIP) phone system to Town Administration, Visitor Services, Human Resources, Land Bank and Marine Department. New switches are currently being configured for the upcoming VOIP deployment to Our Island Home and Department of Public Works.
- A new backup solution was implemented in January eliminating the need to create manual tape backups. Backup appliances were installed in the datacenter and at Our Island Home and Wannacomet Water to backup data locally and upload to cloud storage for disaster recovery.
- New servers were installed this past year to support a Munis version upgrade and to replace an older document storage server. A planned upgrade to the Town's email system is in progress and will be integrated with the Public Safety email system.
- A number of new software products were evaluated and implemented during the year. A new remote access solution was installed for use by a small pilot group and will be expanded to more departments in the upcoming fiscal year. We also procured a limited number of Microsoft's Office 365 licenses providing our mobile users with features such as shared data storage in the cloud, mobile video conferencing and a group collaboration environment.
- A concerted effort was made to replace older Windows XP machines with Windows 7 as Microsoft has discontinued support as of April 8, 2014. Over 30 Windows XP computers were replaced.

- In January, IT implemented a new Helpdesk software tool to better manage and track incoming requests. A total of 793 tickets have been recorded in the Helpdesk since the beginning of January, of which 765 have been completed.
- Town GIS Services logged 75,511 visitors to the on-line GIS website and prepared eight maps for Special Town Meeting, 53 maps for Annual Town Meeting and fulfilled 101 map requests for other Town departments and the public.

I would like to take this opportunity to extend my sincere appreciation to my staff, Molly Sprouse, Patrick McGloin, Nathan Porter, Jason Bridges and Enoch Sower for all of their efforts and dedication throughout the year as well as welcome Enoch Sower to our team. My team has worked very hard to provide high quality technology services to the Town and its citizens and we look forward to improving these services in the upcoming year.

Respectfully submitted,

Linda Rhodes  
Information Systems Manager

#### **NANTUCKET ISLANDS LAND BANK**

The Nantucket Islands Land Bank was established by the voters of Nantucket in 1984 for the purpose of acquiring, holding, and managing important open space resources of the Island for the use and enjoyment of the general public. Funding for the program is derived primarily from a two percent transfer fee levied against most real property transfers within Nantucket County. Fiscal year 2014 yielded \$17,731,179 in transfer fee revenue compared to last year's \$15,755,033. The Land Bank acquired 26 acres of land and bought out existing lease rights to an additional 20 acres at a cost of \$6,250,000. The Land Bank now owns 2,942 acres with an additional 426.47 acres permanently protected by conservation restrictions. Since its inception, the Land Bank has spent \$246,930,262 on land purchases on the Island.



Five elected Land Bank Commissioners serve without compensation administering the Nantucket Islands

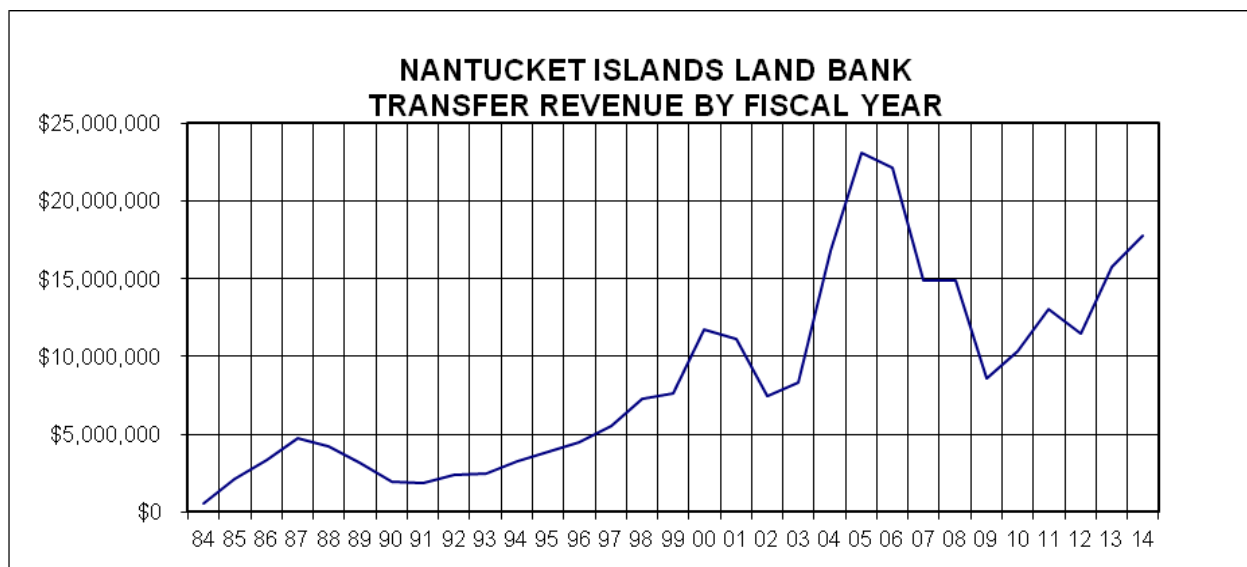
Land Bank Act (Chapter 669 of the Acts of 1983, as amended).

Philip D. Bartlett	April 2015
Neil Paterson	April 2016
Robert L. Gardner	April 2017
Allen B. Reinhard	April 2018
John J. Stackpole	April 2019

The Commission received full-time staff support from Executive Director Eric Savetsky (since 1997); Assistant Director Jesse A. Bell (since 2008); Administrator/Finance Manager Susan C. Campese (since 2010); Property Management Supervisor Jeffrey W. Pollock (since 2003); Property Manager Robert W. Earley (since 1997); Building Maintenance Specialist Peter Halik (since 2013); and Assistant Property Manager Edward Boynton (since 2005). Part-time office support was provided by Assistant Administrator Doris Strang (since August 2013). Part-time seasonal property management assistance was provided by Brian Paonessa (since 2005). Resource Planner/Ecologist Bruce W. Perry retired in November of 2013 after 16 years with the Land Bank.

### REAL PROPERTY TRANSFERS AND FEE COLLECTION

During the year the Land Bank processed 1,048 real property transfers having a total gross value of \$919,970,318 compared to last year's \$848,545,517. The following graph shows transfer fee revenues since the Land Bank's inception in 1984:



### SOURCE AND USE OF LAND BANK FUNDS

Sources of Land Bank revenue include transfer fee income, interest earned on investments, proceeds from the issuance of land acquisition bonds and notes, and charitable contributions. All funds received by the Land Bank are deposited into a revolving account which the Commission uses to administer land acquisition and property management programs, and to retire debt issued for land acquisitions. The fiscal year 2014 financial summary is shown below:



Assets:	
Undesignated Cash and Equivalents	\$11,361,086
Designated Cash and Equivalents	\$3,786,141
Designated Investments	\$7,553,335
Receivables	\$234,611
Inventory and Other Current Assets	\$361,946
Land and Conservation Rights	\$257,840,267
Buildings and Equipment	\$16,144,796
	<hr/>
	\$297,282,182
Liabilities:	
Notes Payable	\$2,700,000
Bonds Payable	\$26,615,963
Other Payables and Liabilities	\$943,843
	<hr/>
	\$30,259,806
Net Assets	<hr/>
	\$267,022,374
Revenues:	
Land Bank Transfer Fee	\$17,731,179
Golf Operating	\$3,802,716
Donated Land	\$0
Other Income	\$778,883
Interest Income	\$82,854
	<hr/>
	\$22,395,632
Expenses:	
Land Bank Operating	\$1,857,751
Golf Operating	\$4,117,512
Land Bank Interest	\$949,297
Golf Interest	\$92,481
Capital Asset Disposal	\$65,599
	<hr/>
	\$7,082,640
Net Income	<hr/>
	\$15,312,992

## LAND ACQUISITIONS

The Land Bank acquired several new properties adding a total of 25.98 acres to its holdings during fiscal year 2014. A brief description of each new acquisition and its purchase price is listed in chronological order as follows:

### 40 & 46 Cato Lane (\$1,200,000)

The acquisition of this 6.8 acre property marked the completion of a two-part deal with the Trimpi family, who had a long history on the property and sold it at a heavily discounted price rather than see it completely developed. The family retained two acres including the home of the property.

9 Greenleaf Road (\$1,500,000)

This 1.86 acre property added contiguous acreage to other Land Bank holdings in Trotts Hills. The Land Bank received a total of \$425,000 from two separate donors for this acquisition.

21 & 23 Tennessee Avenue (\$1,300,000)

The Land Bank acquired this 0.42 acre property to add additional open space opportunities directly across the street from its property on Hither Creek.

6 Medouie Creek Road (\$825,000)

This 7.3 acre property surrounds an existing Land Bank property on three sides and protects it from development. In addition it ensures that the Land Bank will be able to maintain scenic vistas to Polpis Harbor.

168 Hummock Pond Road (purchase of lease rights for \$1,000,000)

In 1997 the Land Bank exercised a right of first refusal and purchased 26 acres. That deal contained a lease back to the sellers of 20 acres for 99 years which was non-negotiable. This year we were able to buy out the remaining 83 years of the lease and gain control of 20 acres.

Head of Plains, Share 25 (\$425,000)

The acquisition of this nine acre property, surrounded by other conservation land, ensures that this area of Head of Plains will remain pristine forever.

**PROPERTY MANAGEMENT**

Property management activities this year included annual projects such as maintenance of walking trails, grassland restoration mowing and burning, brush cutting of heavily overgrown areas, opening up scenic vistas, rare plant monitoring, invasive plant species management, beach clean-up, beach access management, property line delineation, and maintenance/improvement of roadways and parking areas which provide public access to Land Bank and other public properties. In addition to these annual activities the following projects were completed:

30A Washington Street -- removal of house which further opened up harbor views.

Norwood Farm -- new parking lot established and new trail connector created to link up with Sanguinetti trail system.

Gardner Boardwalk -- replaced the existing boardwalk which frequently was underwater.

Sevrens Property -- transplanted an extensive private daffodil collection which was donated to the Land Bank.

Trimpi Farm/40, 41, 45, & 46 Cato Lane -- cleaned up the property, brush cut overgrown areas and created a trail system.

Settler's Landing/27 & 29 North Cambridge Street - tied these two properties together with a looped driveway, new boardwalks and replacement beach stairs.

Respectfully submitted,

Allen B. Reinhard  
Chairman

#### LEGISLATIVE UPDATE

I am once again incredibly honored to be serving the Island of Nantucket in the Massachusetts House of Representatives. I would like to thank Senator Wolf's office for their assistance in advocating for Nantucket's local legislative agenda.

In November of 2013, *An Act authorizing the town of Nantucket to sell, convey or otherwise dispose of certain land situated in the town of Nantucket for any lawful purpose* was signed by the Governor. Its passage allows the Town to convey a vacant piece of land currently under the control of the Nantucket Conservation Commission to the Land Bank, which has more adequate resources to manage the land.

In April of 2014, an amendment allocating \$1.614 million for design and construction of roadway, drainage and utility infrastructure for an industrial park located within a priority development area east of the Nantucket Airport was included in legislation providing bonds for state-wide transportation projects.

In July of 2014, two amendments affecting Nantucket were included in the final FY 2015 budget. An amendment for shellfish propagation in Nantucket County allocates funds to be administered jointly by the Director of Marine Fisheries and the County. A second amendment, added to an Executive Office of Health and Human Services line item, includes language specifying that certain funds shall be used to cover feasible travel costs associated with arranging access to health and human services for Island residents.

I would like to conclude by thanking the citizens of Nantucket for being an involved and active community. I am incredibly proud to represent our Island and the district as a whole in Boston.

Respectfully submitted,

Tim Madden  
State Representative  
Barnstable, Dukes and Nantucket

## DEPARTMENT OF MUNICIPAL FINANCE

The Department of Municipal Finance includes Assessing, Collections, Treasury, Accounting, Budget and Operations. The department operates under the requirements of Massachusetts General Law (MGL) and the Massachusetts Department of Revenue (DOR). An independent firm of Certified Public Accountants audits the Town's financial statements annually. The department provides staff support to the Abatement Advisory Committee, Ad Hoc Budget Committee; Audit Committee; Capital Program Committee; and Finance Committee.

### Assessing

The Assessor's office personnel (Tax Assessor plus four full-time positions) collect, compile, and verify data for the valuation of all real estate and personal property, a total of 18,129 residential, commercial, open space, personal property and exempt accounts. In addition to assessing real estate and personal property accounts, the Assessing Department processes property tax abatements, motor vehicle and boat excise taxes and abatements, statutory exemptions, residential exemptions, betterment assessments and abutters' notification lists.

The Assessor's Office annually determines the taxable value of all properties using market based ratio studies and statistical analyses. Fiscal Year 2014 assessed values for all property were as follows:

Residential properties	\$15,734,218,626
Commercial and industrial	939,061,724
Industrial	48,571,000
Open Space	11,460,900
Personal property	206,415,205
Total taxable property	\$16,939,727,455
Exempt property	3,140,035,300
Total property assessed value	\$20,079,762,755

Total taxable property increased by \$161,402,224 or less than 1% compared to the previous year. Assessment data is available to the public on the Town's website at <http://www.nantucket-ma.gov>.

The Town's levy limit in 2014 was \$60,532,786, an increase of \$2,139,179 or 3.66%. The increase came from the allowable Proposition 2½ % increase, which yielded revenue of \$1,459,840 and certified new growth which yielded revenue of \$679,339.

Levy Base (previous fiscal year's Levy Limit)	\$58,393,607
Proposition 2½	1,459,840
Revenue from Certified New Growth	\$679,339
Fiscal Year 2014 Levy Limit (next fiscal year's Levy Base)	\$60,532,786
Debt Exclusion	6,839,438
Fiscal Year 2014 Maximum Levy	\$67,372,224

The actual tax levy for FY 2014 was \$64,647,039, an increase of \$1,026,766 or 1.61% over the previous year. Property tax abatements granted on the 2014 tax levy during the abatement period totaled \$201,665, or 0.31% of the levy.

Tax rates for fiscal year 2014 were:

Residential	\$3.76
Open Space	\$3.60
Commercial	\$6.68
Industrial	\$6.68
Personal Property	\$6.68

For comparison, the average residential tax rate in the Commonwealth of Massachusetts in 2014 was \$13.90. Nantucket's composite tax rate was \$3.82. This is the rate that would be charged if the community used a single rate structure. One penny on the composite tax rate yielded \$169,397, compared to \$171,017 in fiscal year 2013.

A residential exemption is available for year round residents, as authorized by MGL Chapter 59 section 5c. The amount of the exemption is voted annually by the Board of Selectmen as part of the Tax Classification Hearing. For the fiscal year 2014 the exemption voted was 20% of the average residential value or \$299,187. There were 2,250 properties that qualified and received this assessment credit on their tax bills for fiscal year 2014. Average values and taxes on residential properties are listed in the next chart.

	Assessed Value	Less: Residential Exemption	Taxed Value	Real Estate Tax
Nantucket year-round residential	\$1,047,098	\$299,187	\$747,911	\$2,812
Massachusetts average residential <sup>1</sup>	\$350,454	N/A	\$350,454	\$4,876
Nantucket all residential	\$1,495,935	N/A	\$1,495,935	\$5,625

<sup>1</sup><https://dls.gateway.dor.state.ma.us/DLSReports/DLSReportViewer.aspx?ReportName=AverageSingleFamilyTaxBill&ReportTitle=Average+Single+Family+Tax+Bills>. State average does not include Nantucket and the 107 other communities that have a split residential/commercial tax rate.

## Collections

The Collector's office personnel (Collector plus two positions) bill and collect for real estate, personal property, motor vehicle excise and boat excise taxes and landfill bills. In addition, they process police and fire off-duty bills, departmental receipts for the Town and County, process lockbox payments, and prepare municipal lien certificates for property sales or transfers. Taxpayers have two options to pay their tax bills, in the Finance offices or online for paying real estate, personal property, motor vehicle and boat excise tax bills. To use the online system, taxpayers simply need their bill number and year; then go to the Town's website at <http://www.nantucket-ma.gov/228/Online-Tax-Payments>.

In 2014, tax collections using the online bill pay and in office services were \$64,045,384 or 99.06% of the levy. This amount includes collections of delinquent taxes and tax liens. Property tax revenue represented 82.77% of revenue for the general operating fund.

Other revenue for the general operating fund of the Town for fiscal year 2014 is as follows, shown with fiscal year 2013 for comparison:

Other Revenue	2014	2013
Excise Taxes – motor vehicle, room, boat, meals	\$5,922,500	\$5,010,298
Charges for services – copies, Municipal Lien Certificates	\$53,219	\$63,892
Licenses, permits, rentals and fees	\$2,818,951	\$2,232,246
Penalties, interest, fines and forfeits	\$1,167,877	\$1,197,788
Other income	\$2,211,496	\$852,432
State funding	\$1,725,838	\$1,675,398
<b>Total other revenue</b>	<b>\$13,899,881</b>	<b>\$11,032,054</b>

### Treasury

The Treasurer's office personnel (Treasurer plus 2 ½ positions) process payroll and accounts payable for the Town, County, NRTA and Land Bank, issue all new debt, invest Town funds as allowable by law, collect on or close lien tax accounts, make all debt service payments and work with the Town's financial advisor and bond counsel on the financial disclosure related to issuing new debt and SEC required reporting for outstanding debt.

MGL defines allowable borrowing purposes, maximum terms, limitations to overall debt, and types of borrowing that are inside or outside a legally defined debt limit. The debt limit for inside debt is 5% of Equalized Value (EQV) as determined by the Commonwealth, biannually. Nantucket's 2014 EQV is \$17,816,255,100, the fourth highest in the Commonwealth, and the debt limit is \$890,912,755.

The Town's long-term debt outstanding on June 30, 2014 consists of Governmental Funds debt of \$36,953,900 and Enterprise Fund debt of \$99,069,748. Changes in general long-term debt during the year is shown in the following chart. Additional detail is available in the audit report (note that for audit report purposes, any short-term borrowing at year end, which was converted to long-term debt prior to the issuance of the audit report, is reported as long-term debt at year end, in accordance with Generally Accepted Accounting Practices (GAAP)). This chart does not follow GAAP reporting conventions.

	Audited Balance				Unaudited Balance
Description	06/30/2013	Additions	Reductions		06/30/2014
Governmental Funds	\$41,653,900		\$4,700,000		\$36,953,900
Enterprise Funds:					
Wannacomet and Siasconset Water	\$28,630,000		\$2,135,000		\$26,495,000
Nantucket Memorial Airport	\$9,235,000	\$3,664,000	\$765,000		\$12,134,000
Sewer	\$62,838,710	\$97,000	\$2,989,962		\$59,946,748
Solid Waste	\$535,000		\$40,000		\$495,000
<b>Total Enterprise Funds</b>	<b>\$101,238,710</b>	<b>\$3,761,000</b>	<b>\$5,929,962</b>		<b>\$99,069,748</b>

Total Long Term Debt	\$142,892,610		\$3,761,000		\$10,629,962,		\$136,023,648
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Governmental fund debt consists primarily of General Fund debt, and includes obligations on behalf of the Nantucket Islands Land Bank and the Sewer Enterprise Fund. Long-term debt was issued during the year at an effective net interest cost of 2.564%. Moody's Investors Service affirmed the Town's Aa2 rating on long-term debt, stating that the Aa2 rating continues to reflect the Town's substantial tax base and healthy financial position.

Changes in authorized but unissued debt during fiscal 2014 were:

Authorized but unissued debt:	Balance 06/30/2013		Additions		Reductions		Balance 06/30/2014
Governmental Funds	\$2,621,551						\$2,621,551
Enterprise Funds:							
Siasconset Water	\$500,000						\$500,000
Wannacomet Water	\$1,650,000						\$1,650,000
Nantucket Memorial Airport	\$12,669,414		\$3,159,000		\$9,917,414		\$5,911,000
Our Island Home							
Sewer	\$6,402,613		\$3,000,000		\$97,000		\$9,305,613
Solid Waste	\$1,133,000						\$1,133,000
Total Enterprise Funds	\$22,355,027		\$6,159,000		\$10,014,414		\$18,499,613
<b>Total Authorized but Unissued:</b>	<b>\$24,976,578</b>		<b>\$6,159,000</b>		<b>\$10,014,414</b>		<b>\$21,121,164</b>

Reductions of authorizations include debt issuance (not previously borrowed short-term) and actions by Annual Town Meeting.

### Accounting

The Accounting office personnel consist of the Assistant Town Accountant and four full-time positions. The Director of Finance serves as the Town Accountant. The accounting division maintains the accounting records for 70 funds totaling \$240.3 million at the beginning of fiscal year 2014. Major funds include the General Fund (\$26.3 million); Town capital projects funds (\$600,000); Long-Term Debt (\$60 million); and non-major funds (state and federal grants, gift funds, revolving funds, six enterprise funds, and trust and agency funds (\$153.6 million).

The Accounting division also maintains the accounting records for the Community Preservation Funds (\$5.9 million) and Nantucket County (\$3 million) which is comprised of the General Fund, Deeds Excise Funds, County License Plate Fund, Grant Funds, and the Land Bank payroll fund.

The Assistant Town Accountant with the assistance of two Accounting Clerks prepares the draft financial reports to meet local, state and federal requirements for the Director of Finance's review on an annual basis. The Director of Finance coordinates the annual audit with a third party independent audit firm for both the Town and County. In FY 2015, the FY 2014 audit was completed on December 22, 2014 with a third consecutive unqualified opinion. An unqualified opinion, which is also referred to as a "clean" opinion,

means in the independent auditor's opinion, the Town has fairly presented its financial position, results of overall government operations, changes in cash flows, and application and conformity with GAAP.

During FY 2014, most of the Accounting Division's focus was on addressing internal controls which needed to be strengthened as outlined in the FY 2013 and FY 2014 Audit Management Letter and Operational Review findings, as well as reconciling major fund activity (cash, accounts receivable, special revenue fund, and trusts) on a monthly basis. The FY 2014 Management Letter identified no material weaknesses and six other findings.

The findings corrected in FY 2014 consisted of the following: monthly reconciliation of Airport receivables with the Town, payroll processing, posting of water and sewer receipts, Health Insurance Trust payments and capital assets reconciliations.

Other matters are opportunities to strengthen internal controls or operating efficiencies throughout the Town. Other matters addressed in FY 2014 include but are not limited the completion and submission of the Comprehensive Annual Financial Report (CAFR), continued contributions to the Other Postemployment Benefits (OPEB) trust, and a review of the purchase order policy.

### **Budget**

The Budget office personnel consists of one full time position and is assisted by the Director of Finance to maintain budget records for all budgetary fund and account groups, provide financial analysis during union negotiations, and support department heads and Town Administration during the annual budgetary process.

The Massachusetts Department of Revenue certified the Town's FY 2014 Municipal Budget in the amount of \$111,763,256 comprised of \$73.7 million from the tax levy and other general revenues, \$3 million from Free Cash, \$2 million from other special revenue funds, and \$32.3 million from Enterprise and Community Preservation Funds.

The FY 2014 General Fund budget was \$67.3 million which includes general government, public safety, marine and costal resources, maintenance, health and human services, and the school department. The General Fund budget also includes shared expenses in Town and school departments such as debt service, health and other insurances, and retirement assessments.

Special revenue funds receive revenues from federal and state grants, and from fee-based programs. Revenues are legally restricted for a specific purpose under MGL Chapter, 44 Section 53E½ or other local and state legislation. The amount budgeted in FY 2014 for Revolving Funds were \$6 million. Revolving Funds budgeted amounts are not included in the total Municipal Budget amount listed above.

The Town of Nantucket has six enterprise funds (Nantucket Memorial Airport, Wannacomet Water Company, Siasconset Water, Our Island Home, Sewer and Solid Waste). Enterprise funds are established to show the full cost of operations for business type activities, and user charges provide a substantial portion of revenues. In lieu of residential user charges for solid waste operations, the Town of Nantucket provides funds to operate the landfill from general tax revenue. The total provided in FY 2014 was \$5,300,000 comprised of \$3,074,000 in operating overrides, approved by the voters at annual and special town meetings, with additional subsidy from the General Fund in the amount of \$1,538,963 for operations and \$687,037 for landfill mining. The Town of Nantucket also provides a General Fund subsidy to Our



Island Home and Nantucket Memorial Airport; the FY 2014 total provided from general tax revenue was \$2,295,000 and \$304,598 respectively. It is important to note, the Nantucket Memorial Airport subsidy from tax revenue is anticipated to be temporary and the Airport Commission has committed to work with the Board of Selectmen on a repayment schedule to the General Fund over the next few fiscal years.

### **Department Highlights**

FY 2014 proved to be a challenging one for the whole Finance Department, as the Director of Municipal Finance stepped down in November of 2013. Town Assessor Deborah Dilworth was appointed as Interim Director of Municipal Finance and with the full support of staff led the department in this time of transition. The transition culminated with the appointment of a new Director of Municipal Finance in June of 2014 after an extensive and very comprehensive selection process.

As a new part of the Finance team, I would like to personally thank the entire Finance Department team for all their hard work and consistent dedication to deliver another unqualified opinion in the 2014 Audit. It is my personal goal to continue on this track in the future, while improving on the Town's financial reporting and further strengthening internal controls and customer service levels. The foundation has already been laid for a Comprehensive Annual Financial Report (CAFR) to be produced for the first time in FY 2014, making Nantucket one of only 22 municipalities in Massachusetts to achieve this standard of financial reporting.

On behalf of the Finance Department, I would like to take this opportunity to thank the public, Town Administration, Board of Selectmen, Finance Committee, Audit Committee, Ad Hoc Budget Work Group, Board of Assessors, Capital Program Committee, Town, School, and Enterprise Fund departments for your continued support during FY 2014. We look forward to continuing to improve our transparency and customer service levels in the coming years.

Respectfully submitted,

Brian E. Turbitt  
Director of Municipal Finance

### **TOWN MANAGER**

The Charter for the Town of Nantucket outlines fifteen specific duties for the Town Manager. These duties include: oversight of Town departments; appointments; collective bargaining negotiations and other personnel-related matters; preparation of the annual budget and Town Meeting warrants; and, implementation of policy set forth by the Board of Selectmen. All departments, except for the School, Airport and Water departments, are contained within the purview of Town Administration.

### **Personnel/Staffing**

#### *Department of Public Works*

In FY 2013, we reorganized the DPW to add focus on specific duties necessitated by the consolidation, and also other activities such as surveying, engineering, public buildings and public property maintenance. The position of Assistant DPW Director was eliminated in order to fund the position of Town Engineer. In FY 2013 a new Facilities Manager position was established. Both positions have now been filled. Overall, however, DPW staffing remains a challenge. The amount of activity expected to be handled by the DPW

cannot be met with current staffing levels. Going into FY 2016, we are likely to seek funding for additional positions as well as examining the feasibility of engaging private contractors for certain work such as brush cutting and road line painting.

#### *Human Services*

During the year, Human Services Director Pamela Meriam advised us that she would be retiring in the fall. She gave plenty of notice (thank you Pam!) and as we moved into fiscal year 2015 we were working to place Rachel Chretien (Our Island Home Administrator) into the position and to seek someone to fill the OIH Administrator position.

#### *Finance Department*

Mid-way through the year, Finance Director Irene Larivee left the employment of the Town. The Town initiated a search for a new Finance Director and in June, Brian Turbitt, formerly the Finance Director in Millbury, MA began work. Brian comes with a solid background in financial management, auditing and accounting and has a strong knowledge of municipal finance overall.

#### *Information Systems/Technology*

In the spring of 2014, we launched a new Town website. It initially met with mixed reviews, however, mostly positive. It takes a little getting used to but has a very effective search mechanism. It was also necessary to meet the growing demands of the Board of Selectmen and the public to provide on-line access to reports and other documents, which the former website could not handle. Live streaming of some public meetings, including the Board of Selectmen meetings are available to be viewed On Demand on the Town website.

#### *Planning and Land Use Services (PLUS)*

Towards the end of fiscal year 2014, the plumbing inspector (William Ciarmataro) left employment of the Town and the wiring inspector (William Larrabee) retired. Advertising to fill these positions began immediately. The part-time plumbing and wiring inspectors stepped up to help handle inspections at a very busy time of year and additional off-island based inspectors were engaged on a part-time basis. Both positions were expected to be filled during the summer of 2014.

#### *Town Administration*

Early in the year, Town Procurement Officer Diane O'Neil gave notice that she would be taking the Facilities Manager position at the School Department. We were able to fill the procurement position in the fall with Heidi Bauer who came with a strong legal background. We welcome Heidi and wish Diane all the best. Diane worked hard to improve the Town's procurement practices and establish appropriate policies – her efforts are much appreciated, thank you Diane! At the 2014 Annual Town Meeting funding was approved for a full-time public outreach position in Town Administration – that position will oversee the Town's social media activities, the website and other avenues to disseminate information to the public.

#### *Natural Resources*

During the year, Assistant Shellfish Biologist Leah Cabral was hired to assist with the growing shellfish hatchery program. The 2014 Annual Town Meeting also approved funding for a Water Quality Biologist to be hired in FY 2015 to monitor the results of water quality testing, including ponds, and the harbors. We anticipate that the position will also be able to assist with public outreach and education regarding the Town's Fertilizer Use Regulations.

### *Other Personnel Activities*

Going into FY 2015, we are continuing to explore ways in which to consolidate services and staff to activity levels. We also secured funding for FY 2014 to conduct a wage and staffing study in 2014 which will help identify benchmarks for employee salaries and compare Nantucket with other towns for equivalent positions, as well as internal equity and balance. A consultant was engaged during the year, however the report was still pending by the end of the fiscal year. We will be able to report on it in the FY 2015 Town Report.

### **2014 Town Meetings/Budget**

A special town meeting was held on November 4, 2013 in order to address the budget for the Sconset Water Enterprise Fund. Additional articles were added to the warrant and 13 articles were acted on by the voters, including 2 financial articles, a long-term lease authorization for the Sconset Water Tank, a zoning article, four real estate articles and five bylaw amendments.

The 2014 Annual Town Meeting was held on Saturday, April 5, 2014. The Town Meeting warrant contained 107 citizen and Town-sponsored articles, including appropriations, zoning, real estate dispositions, bylaw amendments and home rule petitions. Of the 107 articles, 18 were called for discussion. Approved General Fund capital projects for FY 2015 totaled approximately \$5,000,000 mostly for infrastructure repairs and maintenance and repairs and capital improvements for Town and School buildings. These expenditures were funded from Free Cash, unexpended prior year capital articles and the General Fund operating budget. Property taxes were not increased to cover any of these projects. Other noteworthy articles included:

- a non-binding article pertaining to the use of the Room Occupancy Tax for visitor services (the article was adopted);
- a citizen request for warrant articles to be presented in "common conversational English" (this article did not pass);
- a charter amendment to make the Town Manager position elected rather than appointed (this article did not pass);
- a citizen-sponsored home rule petition that would make Town employees hired after a certain date ineligible for participation in the Barnstable County Retirement System (this article was amended at the town meeting and passed).

A complete listing of votes may be found on the Town's website at the Town Clerk's webpage <http://www.nantucket-ma.gov/AgendaCenter/Town-Meeting-8>.

The FY 2015 General Fund budget as approved by the 2014 Annual Town Meeting was \$67,331,450 – an increase of about 4.5% over FY 2014. While economic conditions have improved and allowed us to begin implementing items that have been put off, we remain cautious as to continued economic growth and conservative in our revenue and expense projections. As we move toward developing budgets for FY 2016-17, we are continuing to review ways in which the Town can become more efficiently operated – some of these may have an upfront cost but would achieve long-term savings and/or better service to the community.

## **Significant Projects/Issues**

### *Financial Management*

A continuing goal is to achieve unqualified audit opinions. I am again pleased to report that we achieved an unqualified audit opinion for FY 2013 (final audit report came out in 2014). The final report may be found on the Town's website. The Audit Committee (comprised of Chair and Vice-Chair of the Board of Selectmen and Chair of the Finance Committee) met regularly through the year with the auditor and staff to review audit issues as contained in the management letter to the audit.

### *Wastewater Management Planning*

Considerable effort was spent, and continues to be spent, on the development of a wastewater action plan. The 2012 Annual Town Meeting approved funding to update the Town's 2004 Comprehensive Wastewater Management Plan (CWMP). This work is underway with Woodard and Curran, the Town's wastewater consultants. In FY 2013, the Board of Selectmen established a Sewer Planning Work Group to assist with recommendations on a variety of wastewater items, including financing of future capital projects. The group has had several meetings but has not yet made its final recommendations. Due to the complexity of the project and the need for information from various sources, the updated CWMP, which was expected to be complete by the end of calendar year 2013, will likely be completed in mid 2014.

### *Collective Bargaining*

During FY 2014, the Town began collective bargaining with seven of its unions (Police (3 units), Fire, DPW, Our Island Home, Laborers); in addition, the School, Airport and Wannacomet contracts were also being negotiated. Negotiations continued into FY 2015.

A contentious issue continues to be health insurance. We are hoping to work together with the unions to develop ways in which to reduce costs for the Town and the employees.

### *Baxter Road/Sconset Bluff Erosion Control Project*

A significant amount of time was spent on an erosion control project along a section of the beach at Sconset Bluff, sponsored by the Siasconset Beach Preservation Fund (SBPF). It is a controversial project over which the Board of Selectmen and Town Administration spent a great deal of time. The Town website (<http://www.nantucket-ma.gov/535/Baxter-Road-Erosion-Control-Project>) contains numerous documents in connection with this project, including a License Agreement and Memorandum of Understanding with SBPF. A concern is the status of Baxter Road and access for affected residents should the road fail. The distance of the road from the edge of the bluff is monitored regularly and as we moved into FY 2015, negotiations and discussions were underway regarding alternate access possibilities.

### *Fast Ferry Connector*

Towards the end of FY 2014, the Board of Selectmen voted to pursue the initiation of a "Fast Ferry Connector" shuttle bus for the summer of 2014. The parking lot at the 2 Fairgrounds Road property underwent some repairs and improvements to be used as a satellite parking lot for users of this service. The Nantucket Regional Transit Authority operated the service and will be giving the Board a report at the end of the season as to usage. The service was funded through the Steamship Authority, Hy-line Cruises, Nantucket Island Resorts, Nantucket Hotel, Nantucket Bank, the Town, ReMain Nantucket, and Stop & Shop. The Board is expected to consider continuation of the service for 2015 following an evaluation of the usage report.

I would like to extend my sincere thanks to the Board of Selectmen, my immediate staff, including Gregg Tivnan (Assistant Town Manager), Erika Mooney (Executive Assistant to the Town Manager), Heidi Bauer (Procurement Officer), Anne McAndrew (Licensing Agent); and, the department heads for their support and assistance throughout the year. I also extend thanks to the Town employees for their efforts to serve the Town. There is a lot of hard work that goes into making Nantucket a great place to live and that work often goes unseen. Of course, the support of the Nantucket community is always appreciated.

Respectfully submitted,

C. Elizabeth Gibson  
Town Manager

#### ***TOWN AND COUNTY CLERK***

2013 – 2014 has brought many major changes to the Clerk's office. We have had one full year of using the Commonwealth's "Electronic Birth Registration" and will start using the "Electronic Death Registration" in September of 2014. Because Nantucket is a birthing community, a marriage destination, and the majority of our residents die on-island, we are very different from most of the other 350 cities and towns in the state. Attending state and regional conferences and networking directly with other clerks is the only way we can stay abreast of all the mandates and changes to the laws.

An upcoming change is that the Commonwealth will be implementing the concept of "early voting" for the 2016 Presidential election. The Clerk's office will be required to "open our polling place" (currently the High School) ten days prior to the election and it must be staffed every day, and even hold hours on the weekends. The clerks, who were not consulted, are hoping to modify this, or eliminate it altogether. We see this as a duplication of effort and expense as the offices are open for absentee voting during roughly the same period of time.

I had the extraordinary opportunity to study abroad in Scotland with the International Institute of Municipal Clerks (at my own expense.) 50 clerks from all over the United States, Canada and parts of Europe studied the Scott's government and their country-wide projects to preserve and maintain their architecture, historic documents, burial grounds, and culture. As we looked at all the preservation work being done, I was proud to reflect that some of our own local buildings and historic documents were being cared for and made more even more accessible.

We continue to be grateful for our new, more spacious offices. We love visitors, so please drop in any time. We always have "The Treasure Chest" stocked with take-away toys, and a supply of lollipops in the candy dish as well.

We thank the Board of Registrars: Carolyn Gould, Janet Coffin, and David Goodman; and our stalwart Town Meeting and Election Workers. Most especially, we want to thank Warden Frank Psaradelis and his son Peter who have worked tirelessly for days on end, setting up for, and dismantling our many elections and town meetings. Sheriff Jim Perelman and our beloved Manny Dias (an election worker for more than half a century) make sure that all is in order at the ballot box. All these folks' hard work make elections look easy!

I truly appreciate all the wonderful support and encouragement the Town, the voters, and the residents of Nantucket have given to the Town Clerk's Office. Your enthusiasm has meant the world to us. We look forward to serving you for another year. As always, if there is anything that we may do to serve you better, please let us know.

The bylaws and Zoning information for the Town of Nantucket are always available online at <http://ecode360.com/NA0948?needHash=true> and may be accessed directly from the Town website: <http://www.nantucket-ma.gov>.

### ***SPECIAL TOWN MEETING – NOVEMBER 4, 2013***

The following is a summary of the articles called and discussed, and the vote taken by the 2013 Special Town Meeting held at the Nantucket High School, Mary P. Walker Auditorium, 10 Surfside Road, on November 4, 2013. There were ultimately 319 registered voters in attendance. Per Chapter 44, Article II, §44-8 of the Code of the Town of Nantucket, special town meeting quorum requirement(s), if needed, would be 5% = 424; and 3% = 254.

It was moved that the following articles be voted in accordance with the motions recommended by the Finance Committee or, in the absence of a Finance Committee motion, then in accordance with the motions as recommended by the Planning Board, as printed in the Finance Committee Report, with technical amendments brought forward during the course of the meeting: Articles 3, 5, 8, 9, 10, and 12.

**Article 1: Fiscal Year 2014 Enterprise Fund Operating Budget Amendments.** [REQUIRES 5% QUORUM] (Called) adopted as amended by the Finance Committee by unanimous voice vote; as amended, 3% quorum required, and achieved.

**Article 2: Wannacomet Water Company – Transfer of Unspent Bond Proceeds.** [REQUIRES 3% QUORUM] (Called) adopted by unanimous voice vote; 3% quorum required, and achieved.

**Article 3: Long-term Lease Authorization/Sconset Water Tank.** (Not Called) adopted by unanimous voice vote.

**Article 4: Zoning Map Change: Southwest Quarter LUG-3 to MMD.** (Called) adopted with technical amendment by unanimous voice vote.

**Article 5: Real Estate Acquisition: "Beachside Streets": Dix, Johnson, James, Henry and Willard (a.k.a. William Street) Streets in Brant Point.** (Not Called) adopted by unanimous voice vote.

**Article 6: Real Estate Disposition: "Beachside Streets": Dix, Johnson, James, Henry and Willard (a.k.a. William Street) Streets in Brant Point.** (Called) adopted by unanimous voice vote.

**Article 7: Bylaw Amendment: Parking.** (Called) adopted with technical amendment by majority voice vote.

**Article 8: Real Estate Conveyance: 81-83 Washington Street.** (Not Called) adopted by unanimous voice vote.

**Article 9: Bylaw Amendment: Board of Sewer Commissioners/Town Sewer District Map Changes.** (Not Called) adopted by unanimous voice vote.

**Article 10: Bylaw Amendment: Board of Sewer Commissioners/Town Sewer District Map Changes.** (Not Called) adopted by unanimous voice vote.

**Article 11: Bylaw Amendment: Board of Sewer Commissioners/Town Sewer Map District Changes.** (Called) adopted with technical amendment by majority voice vote.

**Article 12: Real Estate Acquisition: Capaum Pond.** (Not Called) referred to County Commissioners by unanimous voice vote.

**Article 13: Bylaw Amendment: Coastal Properties Owned by the Town, Management of.** (Called) not adopted by hand count vote: YES – 115; NO – 132.

At 8:04 PM Board of Selectmen Chairman Rick Atherton moved to adjourn the November 4, 2013 Special Town Meeting. The motion was adopted by unanimous voice vote.

#### ***ANNUAL TOWN MEETING – APRIL 5, 2014***

The following is a summary of the articles called and discussed, and the vote taken by the 2014 Annual Town Meeting held at the Nantucket High School, Mary P. Walker Auditorium, 10 Surfside Road, on Saturday, April 5, 2014. There were ultimately 478 registered voters in attendance.



It was moved that the following articles be voted in accordance with the motions recommended by the Finance Committee or, in the absence of a Finance Committee motion, then in accordance with the motions as recommended by the Planning Board, as printed in the Finance Committee Report, with technical amendments brought forward during the course of the meeting: Articles 1, 2, 3, 4, 5, 6, 7, 8, 9, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 31, 32, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, 46, 49, 50, 51, 52, 53, 54, 55, 56, 57, 58, 59, 60, 61, 62, 63, 64, 65, 66, 67, 68, 69, 70, 71, 72, 73, 74, 76, 78, 82, 83, 84, 85, 86, 92, 93, 94, 95, 98, 99, 100, 102, 104, 105, 106, and 107.

**Article 1: Receipt of Reports.** (Not Called) adopted by unanimous voice vote.

**Article 2: Appropriation: Unpaid Bills.** (Not Called) adopted with technical amendment by unanimous voice vote.

**Article 3: Appropriation: Prior Year Articles.** (Not Called) not adopted by unanimous voice vote.

**Article 4: Revolving Accounts: Annual Authorization.** (Not Called) adopted by unanimous voice vote.

**Article 5: Appropriation: Reserve Fund.** (Not Called) adopted by unanimous voice vote.

**Article 6: FY 2014 General Fund Budget Transfers.** (Not Called) adopted by unanimous voice vote.

**Article 7: Personnel Compensation Plans for FY 2015.** (Not Called) adopted by unanimous voice vote.

**Article 8: Appropriation: FY 2015 General Fund Operating Budget.** (Not Called) adopted by unanimous voice vote.

**Article 9: Appropriation: Health and Human Services.** (Not Called) adopted by unanimous voice vote.

**Article 10: Appropriation: General Fund Capital Expenditures.** (Called) adopted with technical amendment by unanimous voice vote.

**Article 11: Appropriation: Enterprise Funds Operation.** (Not Called) adopted by unanimous voice vote.

**Article 12: Appropriation: Enterprise Funds Capital Expenditures.** (Not Called) adopted with technical amendment by unanimous voice vote.

**Article 13: Enterprise Funds: Fiscal Year 2014 Budget Transfers.** (Not Called) adopted by unanimous voice vote.

**Article 14: Appropriation: Waterways Improvement Fund.** (Not Called) adopted with technical amendment by unanimous voice vote.

**Article 15: Authorization: Airport Aviation Fuel Revolving Fund for Fiscal Year 2014.** (Not Called) adopted by unanimous voice vote.

**Article 16: Appropriation: Ambulance Fund.** (Not Called) adopted by unanimous voice vote.



**Article 17: Appropriation: County Assessment.** (Not Called) adopted by unanimous voice vote.

**Article 18: Appropriation: Finalizing Fiscal Year 2015 County Budget.** (Not Called) moved to take no action by unanimous voice vote.

**Article 19: Rescind Unused Borrowing Authority.** (Not Called) adopted by unanimous voice vote.

**Article 20: Appropriation: Ferry Embarkation Fee.** (Not Called) adopted by unanimous voice vote.

**Article 21: Appropriation: Other Post-Employment Benefits Trust Fund.** (Not Called) adopted by unanimous voice vote.

**Article 22: Appropriation: Collective Bargaining Agreement/Fire.** (Not Called) moved to take no action by unanimous voice vote.

**Article 23: Appropriation: Collective Bargaining Agreement/Airport Union.** (Not Called) moved to take no action by unanimous voice vote.

**Article 24: Appropriation: Collective Bargaining Agreement/Our Island Home.** (Not Called) adopted by unanimous voice vote.

**Article 25: Appropriation: Collective Bargaining Agreement/Public Works.** (Not Called) moved to take no action by unanimous voice vote.

**Article 26: Appropriation: Collective Bargaining Agreement/Laborer's Union.** (Not Called) moved to take no action by unanimous voice vote.

**Article 27: Appropriation: Collective Bargaining Agreement/Police.** (Not Called) moved to take no action by unanimous voice vote.

**Article 28: Appropriation: Collective Bargaining Agreement/Wannacomet Water.** (Not Called) moved to take no action by unanimous voice vote.

**Article 29: Community Preservation Committee: Fiscal Year 2015 Budget Transfers.** (Not Called) adopted by unanimous voice vote.

**Article 30: Appropriation: FY 2015 Community Preservation Fund.** (Called) adopted by unanimous voice vote.

**Article 31: Appropriation: Siasconset Fire Station.** (Not Called) moved to take no action by unanimous voice vote.

**Article 32: Sewer User Fee Schedule.** (Not Called) not adopted by unanimous voice vote.

**Article 33: Local Room Tax Dedication Request.** (Called) adopted by majority voice vote.

**Article 34: Egan Properties Acquisition.** (Called) not adopted by hand count vote: YES - 187; NO – 183. Motion failed because 2/3 vote (= 246.64) was not met for appropriation of funds.

**Article 35: Zoning Bylaw Amendment: Flood Hazard Overlay District.** (Not Called) adopted by unanimous voice vote.

**Article 36: Zoning Map Change: LC to R5 Brant Point Area.** (Not Called) adopted by unanimous voice vote.

**Article 37: Zoning Map Change: RC and LC to CN – Brant Point Area.** (Not Called) adopted with technical amendment by unanimous voice vote.

**Article 38: Zoning Map Change: RC and LC to CDT – Commercial, N. Water, S. Beach, Sea and Washington Streets, Harbor View Way and Steamboat Wharf.** (Not Called) adopted by unanimous voice vote.

**Article 39: Zoning Map Change: LC and RC to R1 – Brant Point Area.** (Not Called) adopted by unanimous voice vote.

**Article 40: Zoning Map Change: RC to ROH – Fayette, Meader, Union and Washington Streets.** (Not Called) adopted by unanimous voice vote.

**Article 41: Zoning Map Change: R-1 to ROH – Coffin, Fayette, Francis, Meader, Union and Washington Streets.** (Not Called) adopted by unanimous voice vote.

**Article 42: Zoning Map Change: RC to CN – Milestone and Old South Roads.** (Not Called) adopted by unanimous voice vote.

**Article 43: Zoning Bylaw Change: R-10 to CN – Hooper Farm and Fairgrounds Road and Sparks Avenue.** (Not Called) adopted by unanimous voice vote.

**Article 44: Zoning Map Change: Town R-10 to CTEC.** (Not Called) moved to take no action by unanimous voice vote.

**Article 45: Zoning Map Change: RC-2 and R-20 to CN – Goldfinch Drive, Greglen Avenue, Lovers Lane, Davkim Lane, Nancy Ann Lane, and Old South Road.** (Not Called) adopted by unanimous voice vote.

**Article 46: Zoning Bylaw Amendment: Old South Commercial Overlay District.** (Not Called) moved to take no action by unanimous voice vote.

**Article 47: Zoning Bylaw Amendment: Old South Commercial Overlay District.** (Called) voted to take no action by unanimous voice vote.

**Article 48: Zoning Bylaw Amendment: Cap on Retail Major Commercial Developments.** (Called) motion to postpone indefinitely was not adopted by hand count vote: YES – 155; NO – 214. Motion to take no action was adopted by majority voice vote.

**Article 49: Zoning Map Change: RC-2 and R-20 to CTEC – Nancy Ann Lane, Greglen Avenue, and Davkim Lane.** (Not Called) adopted by unanimous voice vote.

**Article 50: Zoning Map Change: R-20 to R-10 – Greglen Avenue.** (Not Called) adopted by unanimous voice vote.

**Article 51: Zoning Map Change: R-20 and RC-2 to R-5 – Old South Road.** (Not Called) adopted by unanimous voice vote.

**Article 52: Zoning Map Change: LUG-2 to R-40 – Vicinity of South Shore Road.** (Not Called) adopted by unanimous voice vote.

**Article 53: Zoning Map Change: LUG-2 to LUG-1 – Vicinity of Miacomet and South Shore Road.** (Not Called) moved to take no action by unanimous voice vote.

**Article 54: Zoning Map and Town and Country Overlay District Changes: LUG-2, R-10 and CTEC to LUG-3 and Town to Country – Miacomet Green Belt.** (Not Called) adopted by unanimous voice vote.

**Article 55: Zoning Map Change: RC, ROH, R-1, R-10 and R-20 to R-40 – Town Overlay District Open Spaces.** (Not Called) adopted by majority voice vote.

**Article 56: Zoning Map Change: VR to VN – 1 Polpis Road.** (Not Called) adopted by unanimous voice vote.

**Article 57: Zoning Map Change: R-20 to LUG-1 and LUG-2 to LUG-3 Dukes Road, Crooked, Hawthorne, and Burnt Swamp Lanes, and Millbrook Road.** (Not Called) adopted by unanimous voice vote.

**Article 58: Zoning Map Change: LUG-3 to SR-20 and/or LUG-1 – Sankaty Road.** (Not Called) moved to take no action by unanimous voice vote.

**Article 59: Zoning Map Change: SR-20 to LUG-3 – Baxter Road.** (Not Called) moved to take no action by unanimous voice vote.

**Article 60: Zoning Map Change: SR-20, R-20, LUG-1 and LUG-2 to LUG-3 – Country Overlay District Open Space.** (Not Called) adopted by unanimous voice vote.

**Article 61: Zoning Bylaw Amendment: Public Wellhead Recharge District.** (Not Called) adopted by unanimous voice vote.

**Article 62: Zoning Bylaw Amendment: Parking, Driveways, Screening, Off-Street Loading.** (Not Called) adopted with technical amendment by unanimous voice vote.

**Article 63: Zoning Bylaw Amendment: Secondary Lots.** (Not Called) adopted by unanimous voice vote.

**Article 64: Zoning Bylaw Amendment: Pre-existing nonconforming uses, structures, and lots.** (Not Called) adopted by unanimous voice vote.

**Article 65: Zoning Bylaw Amendment: Pre-existing nonconforming uses, structures, and lots.** (Not Called) adopted by unanimous voice vote.

**Article 66: Zoning Bylaw Amendment: Definitions/Apartment.** (Not Called) adopted with technical amendment by unanimous voice vote.

**Article 67: Zoning Bylaw Amendment: Use Chart.** (Not Called) adopted with technical amendment by unanimous voice vote.

**Article 68: Zoning Bylaw Amendment: Miscellaneous Technical Amendments.** (Called, Call Withdrawn) adopted with technical amendment by unanimous voice vote.

**Article 69: Bylaw Amendment: Board of Sewer Commissioners/Town Sewer District Map Changes for Parcels Not Subject to Zoning Map Changes.** (Not Called) adopted with technical amendment by unanimous voice vote.

**Article 70: Bylaw Amendment: Board of Sewer Commissioners/Town Sewer.** (Not Called) adopted with technical amendment by unanimous voice vote.

**Article 71: Bylaw Amendment: Board of Sewer Commissioners/Town Sewer District Map Changes – South Pasture Lane.** (Not Called) not adopted by unanimous voice vote.

**Article 72: Bylaw Amendment: Board of Sewer Commissioners/Town Sewer District Map Changes – Tashama Lane.** (Not Called) adopted by unanimous voice vote.

**Article 73: Bylaw Amendment: Board of Sewer Commissioners/Town Sewer District Map Changes.** (Called) adopted by unanimous voice vote.

**Article 74: Bylaw Amendment: Parking.** (Not Called) adopted by unanimous voice vote.

**Article 75: Bylaw Amendment: Parking.** (Called) take no action by unanimous voice vote.

**Article 76: Bylaw Amendment: Removal of Animal Litter.** (Not Called) adopted by unanimous voice vote.

**Article 77: Request for Town Meeting Warrant Articles to be Presented in “Common Conversational English”.** (Called) not adopted by majority voice vote.

**Article 78: Bicycle Path Advisory Committee.** (Not Called) not adopted by unanimous voice vote.

**Article 79: Nantucket Affordable Housing Trust Fund.** (Called) adopted by majority voice vote.

**Article 80: Charter Amendment: Town Manager.** (Called) not adopted by majority voice vote.

**Article 81: Charter Amendment: Board of Selectmen.** (Called, Call Withdrawn) not adopted by unanimous voice vote.

**Article 82: Home Rule Petition: Airport Fuel Revolving Fund.** (Not Called) adopted by unanimous voice vote.

**Article 83: Home Rule Petition: Nantucket Mosquito Control Project.** (Not Called) adopted by unanimous voice vote.

**Article 84: Home Rule Petition: Community Preservation Committee.** (Not Called) adopted by unanimous voice vote.

**Article 85: Home Rule Petition: Conveyance of Property by the County/Smooth Hummocks – Moorlands Management District.** (Not Called) adopted by unanimous voice vote.

**Article 86: Home Rule Petition: Conveyance of Miscellaneous Land to the Nantucket Islands Land Bank.** (Not Called) adopted by unanimous voice vote.

**Article 87: Home Rule Petition: Amendment to the Historic District Commission Special Act.** (Called) adopted by hand count vote: YES – 147; NO – 94.

**Article 88: Home Rule Petition: Amendment of Historic District Commission.** (Called) not adopted by majority voice vote.

**Article 89: Home Rule Petition: Amendment of Historic District Commission Act.** (Called, Call Withdrawn) not adopted by unanimous voice vote.

**Article 90: Home Rule Petition: Relative to Retirement Benefits for Nantucket Town and County Employees.** (Called) adopted as amended by Sperry by hand count vote: YES – 139; NO – 85.

**Article 91: Home Rule Petition: Funeral Directors, Embalmers, Funeral Homes, and Crematories.** (Called) adopted by majority voice vote.

**Article 92: Home Rule Petition: Conveyance of Land from County to Town.** (Called, Call Withdrawn) adopted by unanimous voice vote.

**Article 93: Real Estate Conveyance: Portions of Baxter Road.** (Not Called) moved to take no action by unanimous voice vote.

**Article 94: Real Estate Acquisition: Unnamed Way off Baxter Road.** (Not Called) moved to take no action by unanimous voice vote.

**Article 95: Real Estate Disposition: Unnamed Way Off Baxter Road.** (Not Called) moved to take no action by unanimous voice vote.

**Article 96: Real Estate Acquisition: “Paper” Streets in Brant Point, Cisco, Cliff, Dionis, Madaket, Quidnet, Surfside, Tom Nevers and Town Areas and Owner Unknown parcel in Surfside.** (Called) adopted with technical amendment by unanimous voice vote.

**Article 97: Real Estate Disposition: "Paper" Streets in Brant Point, Cisco, Cliff, Dionis, Madaket, Squam, Surfside, Tom Nevers and Town Areas.** (Called) adopted with technical amendment by unanimous voice vote.

**Article 98: Real Estate Acquisition: "Paper" Proprietors Roads in Cisco, Dionis, Eel Point, Madaket, Pocomo and Warren's Landing/Madaket Areas.** (Not Called) adopted by unanimous voice vote.

**Article 99: Real Estate Disposition: "Paper" Proprietors Roads in Cisco, Dionis, Eel Point, Madaket, Pocomo and Warren's Landing/Madaket Areas.** (Not Called) adopted with technical amendment by unanimous voice vote.

**Article 100: Public Ways: Coffin, Fayette, Meader and Francis Streets.** (Not Called) adopted by unanimous voice vote.

**Article 101: Real Estate Disposition: Ticcoma Way.** (Called) adopted as amended by Bennett-Witte by unanimous voice vote.

**Article 102: Real Estate Conveyance: Miscellaneous Town Land to the Nantucket Islands Land Bank.** (Not Called) adopted by unanimous voice vote.

**Article 103: Appropriation: Acquisition of Land in Madaket.** (Called) moved to take no action by unanimous voice vote.

**Article 104: Real Estate Acquisition: Lot 24, Okorwaw Avenue.** (Not Called) adopted by unanimous voice vote.

**Article 105: Real Estate Conveyance: 142 Surfside Road.** (Not Called) adopted by unanimous voice vote.

**Article 106: Appropriation: Stabilization Fund.** (Not Called) adopted with technical amendment by unanimous voice vote.

**Article 107: Appropriation: Free Cash.** (Not Called) moved to take no action by unanimous voice vote.

At 4:07 PM Board of Selectmen Chairman Rick Atherton moved to adjourn the 2014 Annual Town Meeting. The motion was adopted by unanimous voice vote.

#### ***ANNUAL TOWN ELECTION – APRIL 15, 2014***

#### **TOTAL BALLOTS CAST**

8,494 registered voters  
1,845 ballots cast  
22% percentage voting

#### **MODERATOR**

Alger, Sarah F. 1,578 ballots

Blanks	256 ballots
Write-ins	11 ballots

#### **SELECTMAN**

Atherton, Rick	925 ballots
DeCosta, Robert	1,101 ballots
Reed, Adam	608 ballots
Williams, Clifford	714 ballots
Blanks	332 ballots
Write-ins	10 ballots

#### **SCHOOL COMMITTEE**

Harvey, Robin	1,637 ballots
Lepore, Timothy	1,554 ballots
Blanks	492 ballots
Write-ins	7 ballots

#### **SCHOOL COMMITTEE – 2 YEARS**

Proch, Pauline	1,494 ballots
Blanks	348 ballots
Write-ins	3 ballots

#### **HISTORIC DISTRICT COMMISSION**

Hill-Holdgate, Dawn	1,370 ballots
Pohl, Raymond	1,280 ballots
Blanks	1,024 ballots
Write-ins	16 ballots

#### **HISTORIC DISTRICT COMMISSION ASSOCIATE**

Glazer, Kristine	1,317 ballots
Blanks	526 ballots
Write-ins	2 ballots

#### **HOUSING AUTHORITY**

Andersen, Robert	1,336 ballots
Blanks	503 ballots
Write-ins	6 ballots

#### **NANTUCKET LAND BANK COMMISSION**

Stackpole, John	750 ballots
Miller, Jeanne	701 ballots
Perry, Bruce	314 ballots
Blanks	79 ballots
Write-ins	1 ballots

#### **HARBOR AND SHELLFISH ADVISORY BOARD**

Blount, Willis	1,469 ballots
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Brace, Peter	1,460 ballots
Blanks	751 ballots
Write-ins	10 ballots

#### **PLANNING BOARD**

Rector, Barry	1,369 ballots
Blanks	466 ballots
Write-ins	10 ballots

#### **NANTUCKET WATER COMMISSION**

Eldridge, Nelson	1,498 ballots
Blanks	345 ballots
Write-ins	2 ballots

#### **SIASCONSET WATER COMMISSION**

Eldridge, Gerald	1,507 ballots
Blanks	334 ballots
Write-ins	4 ballots

#### **QUESTION ONE – MILL HILL PARK**

YES	860 ballots
NO	767 ballots
BLANKS	218 ballots

#### **QUESTION TWO - MADAKET LAND**

YES	992 ballots
NO	636 ballots
BLANKS	217 ballots

#### **MOVING POLLING PLACE - Non-Binding Exit Poll**

VFW	549
Nantucket High School	1,078

Respectfully submitted,

Catherine Flanagan Stover, MMC, CMMC  
Town and County Clerk

#### **TOWN COUNSEL**

Fiscal year 2014 represents the third full fiscal year of our firm's service as Town Counsel to the Town of Nantucket. We are honored to have the opportunity to continue to serve the Town in all matters requiring legal counsel and assistance.



## **General**

The services that Town Counsel provides to the Town fall into several categories. The first of these is referred to as general municipal law, which includes: preparation for and attendance at all town meetings and as requested at meetings of the Board of Selectmen and all other boards and commissions as directed; oral and written opinions on a variety of legal issues; and review of contracts and other legal documents. In addition, we represent the Town in litigation and administrative appeals, as well as in other specialized areas such as real estate, land use, licensing, labor and employment law, construction and procurement, and environmental matters.

One of our primary goals is to assist the Town in managing legal costs. We use preventive law by giving comprehensive and accurate advice on all legal matters that confront the Town, advising the Town on litigation strategy, and providing a wide range of training to boards and officials to assist them in performing their duties within the bounds of established law, thereby avoiding unnecessary and sometimes costly litigation. We have also run numerous training sessions and workshops at no charge such as conflict of interest seminars for Town officials; an overview of employment laws and conflict management training to department heads, and open meeting law training. In addition, our firm continues to issue memoranda to our clients updating them on recent developments in municipal law.

## **Litigation**

We successfully resolved five out of 13 pending cases during the fiscal year. The majority of currently pending cases involve appeals of permit decisions actively defended by the co-defendant permit holder.

## **Labor**

We have assisted the Town, Our Island Home, and Airport administrations with numerous personnel changes, including related negotiations and drafting of agreements. We continued to provide training on employment-related laws and counseled Town officials on numerous issues related to labor and employment, including the interpretation and administration of various federal and state laws, the administration of collective bargaining agreements, and the resolution of employment disputes and grievances in a pragmatic and cost-effective manner.

We have represented the Town in labor negotiations with Town unions and, as of the time of this report, have reached tentative agreements with five of the Town's unions. Ongoing negotiations are being conducted with two remaining unions.

We have appeared before and provided legal advice on employment-related matters to Town boards, including the Board of Selectmen and the Finance Committee.

Further, we have represented the Town in various matters pertaining to the Town's employee insurance program.

## **Airport Commission**

We continue to assist in the successful operation of Nantucket Memorial Airport with timely and cost effective legal advice, as needed. Most significantly for this fiscal year, we have assisted the Airport Commission in its dispute with the general contractor in the construction of the new administration building.

## Real Estate

The firm has performed a variety of legal services related to numerous real estate matters involving the Town and the County, including several takings by eminent domain of roadway parcels for conveyance pursuant to the Yard Sale Program, over twenty-five (25) Yard Sale transactions, the sale of surplus Town-owned properties for residential purposes and for affordable housing and non-profit purposes, as well as the layout and taking by eminent domain by the County of public ways. In addition, we have prepared and reviewed license agreements, easements, conservation restrictions and leases on behalf of the Town. We have also represented the Town in its conveyance of conservation property to the Nantucket Islands Land Bank and to accept property from the Land Bank in exchange, as well as negotiations of a Memorandum of Understanding with the Land Bank for conveyances of conservation land in the future.

We continued to assist the Town in responding to the public emergency caused by the eroding bluff along sections of Baxter Road in Siasconset, including representing the Town in its proposal for relocation of the roadway threatened by the eroding bluff, as well as conveying licenses and easements to property owners whose homes were in danger as a result of the erosion.

I speak for all my colleagues in saying that it is a privilege to work for and with the Town of Nantucket. We thank the Selectmen for their confidence in allow us to serve and the Town's employees and officials for their assistance to date. We look forward to many interesting and challenging projects throughout this coming fiscal year.

Respectfully submitted,

John W. Giorgio  
Kopelman and Paige, P.C.



## **HUMAN SERVICES REPORTS**

### **DEPARTMENT OF HUMAN SERVICES**

The Department of Human Services is located at 81 Washington Street at the Salt Marsh Senior Center. Hours of operation are generally Monday through Friday from 8:30 AM to 5:00 PM.

The Department of Human Services includes the following entities: Our Island Home, Senior Services, the Commission on Disability and Veteran's Services. Our Island Home's Administrator is Rachel Chretien; the Program Coordinator of the Salt Marsh Senior Center is Laura Stewart; Brenda McDonough is the Facilitator for Commission on Disability; and Ralph Hardy is the Veteran's Services Officer. The Council for Human Services and its subcommittee, the Contract Review Committee, also come under the Department of Human Services.

The Director is the liaison between various Town and community agencies, boards, councils and commissions. Regular contact is also maintained with other cities and towns facing similar issues. The Director of Human Services for FY 2014 was Pamela Meriam and the Human Services Business Office Coordinator is Ann Medina.

### **COUNCIL FOR HUMAN SERVICES**

The Council for Human Services (CHS) was established in 1986 to ensure that the island's human service needs are addressed in a manner that best serves the residents of Nantucket. The CHS is comprised of nine community members, appointed annually for three-year terms by the Board of Selectmen. The Council works in concert with the Human Services Director and Human Services Assistant to facilitate communication among local and regional helping agencies, human service providers as well as the community at-large. The established purpose is for the CHS to make recommendations to the Board of Selectmen and Town Administration regarding the provision of human services in a manner which can best serve the residents of Nantucket, and the coordination of the efforts of existing service organizations.

The CHS provides a central focus for the island's varied human service activities, as well as an avenue for addressing deficiencies and gaps in the community's critical obligation to nurture and sustain a healthy and vital community for its residents.

### **HUMAN SERVICES CONTRACT REVIEW COMMITTEE**

As a subcommittee of the Council for Human Services, the Human Services Contract Review Committee (CRC) was established in May of 1993 at the request of Town Meeting. Members include representatives from the Finance Committee, the Nantucket Planning and Economic Development Commission, the Council for Human Services and the community at-large. The CRC reviews local health and human services funding requests annually and make recommendations to the Finance Committee and the Board of Selectmen regarding appropriations.

Organizations receiving funds for FY 2014 include: A Safe Place, Elder Services of Cape Cod and Islands, Interfaith Council Food Pantry, Interfaith Council Rental Assistance Program, Nantucket Access Network, Family and Children's Services d/b/a Nantucket Behavioral Health Services, South Coastal Counties Legal Services, Martha's Vineyard Community Services, Nantucket Cottage Hospital Social Services Department,

Alliance for Substance Abuse Prevention, and Health Imperatives d/b/a Nantucket Family Planning. The total amount dispersed amongst the above agencies was \$317,880.

## **FISCAL YEAR 2014 HIGHLIGHTS**

### *Food Stamp Applications*

The Department continues to assist with Food Stamp applications.

### *Senior Day Center (formally known as Adult Community Day Center)*

Upon approval of the upcoming budget at the 2014 Town Meeting, the SDC program was not funded and the program ended on June 27, 2014. Although the SDC Director, Deb Carl (September 2013 to June 2014) and Mary Richrod before her, worked hard to find community participation and grow their daily census, the program only averaged 2.5 people which were generally individuals who resided at Our Island Home nursing home. Participation in this social program dwindled over the last two years.

### *Senior Tax Work-Off Program*

Human Services staff oversees the Senior Tax Work-Off program. The program began after the 2012 Town Meeting in which legislation allowing homeowners who are age 60 or older the opportunity to participate in a property tax relief program in return for volunteer service to the Town. Staff worked with Town department heads and senior applicants to pair residents with tasks. Each qualified senior could work a maximum of 100 hours which would be deducted from their property tax. This is an ongoing program; new applications are taken in September. Out of 12 applicants, 12 were placed; and six departments applied: DPW, PLUS, Our Island Home, Wannacomet Water Company, Assessor, Human Resources and Visitor Services.

### *Nantucket Healthy Community Collaborative*

The Director has been an active contributor to this island-wide collaborative which represents many of the not for profit providers on Nantucket. Through this collaborative, the human service needs of the island become even clearer. The NHCC continues to meet on a monthly basis and is open to the public.

### *Veterans Agent*

Long time veteran's agent, Arnold Paterson, left his post as the Veterans Service Officer. Ralph Hardy was appointed the new VSO in the fall of 2013 and underwent training in February of 2014.

### *Passports*

In June 2013, the Human Service office became Nantucket's Passport Agency. Pam Meriam and Ann Medina remained Certified Passport Agents. Currently passport services are available Tuesdays and Thursdays from 2:00 PM to 4:00 PM, by appointment to process new passport applications. A total of 466 passports were processed by the Human Services staff in FY 2014.

Respectfully submitted,

Rachel Chretien  
Human Services Director

## COUNCIL ON AGING

The Nantucket Council on Aging (COA) was established by voters at the 1974 Annual Town Meeting. The Saltmarsh Senior Center is located at 81 Washington Street Ext. Our mission is to identify unmet needs, design, promote, and implement services for our elders through a variety of community programs that support and enrich their lives. Programs, activities and related information are detailed in a monthly newsletter, the Saltmarsh Gazette, which is mailed to 517 seniors. The Gazette can also be viewed on the Town of Nantucket's website under the Council on Aging Department and is currently emailed to 37 seniors.

In FY 2014 the Saltmarsh Senior Center provided 18,126 units of services to 732 individuals over 60 years of age, with 71% of them being women. Between five and eight programs are offered daily to an average of 60 seniors visiting the center each day. There are five paid employees and 149 volunteers.

The Board of Selectmen appoints nine members from the community to serve on the COA board for staggered three-year terms. The 2013-2014 board members were: Thomas B. McGlinn, Chairman; John McLaughlin, Vice Chairman; Chuck Gifford, Jon St. Laurent, Glenora Kelly Smith, Daryl Westbrook, Randall Wight, Ella Finn and Joe Aguiar. The COA board members hold regular monthly meetings on the first Wednesday of each month at 1:30 PM at the Saltmarsh Senior Center to discuss ways to fulfill its mission and continue improving the annual Elder Expo.

The COA board selects one woman and one man as "Nantucket's Senior Citizens of the Year." The 2014 awards went to Emma Rusch and Michael Varbalow. Recognition from state and local officials was given at the annual volunteer appreciation luncheon. The Nantucket Center for Elder Affairs, Inc. generously paid for the luncheon held at Faregrounds Restaurant.

The Council on Aging is a Town department which funds staff salaries and an operational budget. Additional funding was met through fundraising events by the Nantucket Center for Elder Affairs, Inc. and through state grants and community donations. Without these additional funds our facilities needs and the many programs offered would not be possible. This year's fundraising activities included: a "sea shanty" concert, a 19th century Christmastime concert and a bake sale.

The NCEA board members continue to work on board development and fundraising for the Saltmarsh Senior Center. The COA and NCEA sponsored highly competitive teams for the annual Friends of Nantucket Public Schools Spelling Bee. Our sixth annual Elder Expo in September was geared toward informational sharing and awareness of support services for seniors. Other items of note that occurred this past year include:

- Serving the Health Information Needs of Elders (SHINE) counselor updated seniors on the options available under the Medicare Drug Programs and held Medicare open enrollment from October 20-December 7th.
- Human Services filed applications for our seniors to participate in the Tax Work-Off Program and now processes new passport applications at the Saltmarsh Senior Center.
- Free information services or seminars were provided concerning dementia, healthy living, fitness, nutrition, driver safety, auditory integration, memory screening, fraud/scam, disaster preparedness,

oral health, Medicare fraud, green living and a three-part series with elder law attorney, Arthur Bergeron.

- Special programs included: arts and craft classes, food preparation, local authors, and performances by local singers, musicians and theater groups. Presentations from local non-profits: Linda Loring, Maria Mitchell and Nantucket Conservation.
- Off site programs included: visits to the Nantucket Whaling Museum, Nantucket Shipwreck and Lifesaving Museum, sailing with the Nantucket Community Sailing Association and Harbor Ice Cream Tours with Shearwater Excursions.

A variety of regularly scheduled programs included: aerobic and strength training instruction, Yoga, Tai Chi, internet and computer assistance, quilting, knitting, sing-a-longs, Wii Bowling, Bingo, cribbage, Mah Jongg, bridge games and instruction, and a Men's Breakfast (September-May). New programs include a monthly Saltmarsh dinner prepared by a local chef.

The Senior Center is the host site for Elder Services of Cape Cod and the Islands' congregate lunch program, monthly and weekly blood pressure clinics, Legal Services of Cape Cod & the Islands, hearing and hearing aid services. The Social Security Administration has installed a computer and screen at the Saltmarsh for seniors to video teleconference one morning per month with a Social Security representative.

Goals for fiscal year 2014 include the following:

- Continue with and improve the programs, services and supports we offer.
- Continue networking with elder service providers and first responders.
- Host the seventh Elder Expo in September 2014.
- Maintain and improve our website and database of services provided to our seniors.
- Continue to add seniors to the email list for Gazette distribution.
- Reaching out to other elders on Nantucket.

With limited resources and increased demands the programs offered would not be possible without the development of creative resources and the generosity from those who care about our elderly citizens. We sincerely appreciate the generosity from those who made donations and volunteered their time. I also extend my gratitude and appreciation to the hard work of Ginny Carrera, the Program Coordinator Assistant and the dedication of our board members, family, friends, volunteers, elected officials and fellow Town departments. We are fortunate to reside in a community that values our elderly. Thank you for the opportunity to work with you and serve our senior community.

Respectfully submitted,

Tom McGlinn, Nantucket Council on Aging, Chairman  
Laura Stewart, Program Coordinator, Saltmarsh Senior Center

## **OUR ISLAND HOME**

Our Island Home (OIH) is the provider of care for individuals in need of long-term care as well as short-term skilled nursing care. It is a 45-bed facility operating as an enterprise fund of the Town of Nantucket. OIH is dedicated to providing the highest quality care for our residents requiring 24 hour nursing care. We are committed to enhancing our residents' daily lives by creating an environment in which they, and their families, feel at home and by employing individuals who are compassionate in providing dignified care. We seek to create lasting relationships with our residents and family by utilizing consistent care givers and ensuring residents are the primary participants in their care. The above is provided within the structure of the regulatory definitions per the governing agencies and within the fiscal restraints of our approved budget projection. Staff consists of approximately 69 employees that include permanent and per diem personnel.

### **SURVEYS**

OIH experiences two unannounced surveys each year. The most recent Department of Public Health (DPH) Standard Survey was conducted in April 2014. The purpose of the survey is to ensure the facility is acting in accordance with all applicable state and federal regulations. The annual survey resulted in six deficiencies that ranged from potential for minimal harm to one deficiency received for an isolated incident of negative impact on a resident. Each deficiency had to have a Plan of Correction created to address the area of improvement noted. Upon acceptance of the corrections, OIH is then certified to continue to participate in Medicaid and Medicare programs. The second unannounced survey is called Life Safety Survey. This survey, also conducted through DPH, addresses the construction, protection and occupancy features of the building that are necessary to minimize danger from effects of fire and related components. We received four deficiencies from this survey, all of which were labeled potential for minimal harm and immediate corrections were done.

The state of the building was a concern during both surveys. However, only one deficiency was received (kitchen flooring) as the surveyors understood that action was being taken to address the aged building and its systems. This action was the potential placeholder for building construction in FY 2016, current capital requests for repairs, and upcoming capital requests for repairs that were a direct result of a Mechanical Engineer Assessment of the facility completed in January 2014.

The surveys OIH experiences are a factor in calculating our Five Star Quality Rate. The Centers for Medicare and Medicaid Services implemented a nursing home rating system that provides nursing homes with a score between 1 and 5 stars based upon the weighted formula of the following factors: health inspections, staffing ratios, and quality measure outcomes. Currently, OIH is rated a 2 out of 5 star facility. To review the breakdown of this rating please visit: [www.medicare.gov/nursinghomecompare](http://www.medicare.gov/nursinghomecompare).

### **ADMINISTRATIVE AND FISCAL MANAGEMENT**

Within FY 2014 we had one key personnel adjustment in our administrative staff. Karen Correia, an employee at OIH since 1993, was promoted from the position of Cook to the Food Service Supervisor. We also had the retirement of our last Certified Nursing Assistant Mentors, Diane Otts, after 25 years of service!

We had a slight decline in our average yearly census. In prior fiscal years the average census was approximately 42 out of 45 beds (94% occupancy). However, our average census in FY 2014 was only 91.4%. Our largest payor source remains Medicaid/Mass Health at an average of 74%. The other two payor sources are private at 20.5% and Medicare A at 5.5%.

One area of focus for the industry as part of the Affordable Care Act which added a section to the Social Security Act is the reduction of hospital readmissions within 30 days of discharge. OIH only had one resident discharged/readmitted to the hospital within 30 days.

OIH had a decline in discharges to home. In FY 2014, 22% of discharges were of this category which is down from 25% in FY 2013. The remaining discharges are broken down as 56% expired at OIH, 6% to another nursing facility and 16% to the hospital/not returned. In regards to admissions, we had a slight increase in the percentages of our admissions under Medicare A; in FY 2013 63% of our admissions were MedA while in FY 2014 77% of our admissions came under this payment source. Medicare A is a higher revenue producer for OIH and often results from an acute hospital stay that result in the need for skilled nursing and therapies (such as physical and occupational therapy). One goal for FY 2015 would be to enhance our oversight of rehabilitation services, likely through a rehab coordinator position or on staff therapist, to monitor services and oversee related committees. Other goals for FY 2015 will be to maintain a high census, meet (or exceed) revenue projections, maintain our percentage of our residents returning to homes, and continue to provide Medicare services at a level that will meet the resident's needs and our projected revenue.

FY 2014 overall budgeted revenue was met mostly due to the receipt of the 2011 calendar year Certified Public Expenditure for just over a million dollars. The CPE is the result of legislation enacted in 2009 that provides municipally owned nursing homes to submit a request for funding to offset the cost of public expenditures used in each calendar year for providing Medicaid services to those who are eligible. Without this funding, revenues would not have been met due to an unexpected delay in our ability to bill for Medicare services rendered within the fiscal year. This billing will be recouped in FY 2015. Our current room rates are \$420 per day for a semi-private room and \$440 per day for a private room.

The FY 2014 budget required a General Fund subsidy amount for \$2,295,000. Furthermore, \$351,763 from OIH's retained earnings was required to be used as voted upon voted at Annual Town Meeting.

#### **ENHANCE QUALITY OF LIFE FOR RESIDENTS**

We had two significant capital projects completed during the fiscal year. We upgraded our nursing station and installed accessible doors on all main entrances. This provided for better handicap accessibility and ease on the mobility of our residents. The upgraded nursing station has also enabled us to better protect protected health information of our residents we care for.

A continued long-term care industry trend is the reduction of psychotropic medication use. OIH has continued to reduce our usage of these medications with assistance from our Pharmacy consultant. We remain below state, regional and national averages for 3 out of 4 measured categories of (antipsychotics, anxiolytics and hypnotics) for the fourth year in a row! The last category of psychotics, antidepressants, is in-line with the state, regional and national averages. Our medication utilization average (number of medications used on a routine and 'as needed' basis) was also far below the average compared to other facilities (OIH averages 7.4 while the overall average of other skilled nursing facilities is 13.1). Our Goal for FY 2014 is to continue this trend of reducing the number of medications residents receive overall.

OIH participated in the implementation of the MIIS (Massachusetts Immunization Information Systems); a new reporting system using a virtual gateway which shall track a person's immunization history across the continuum of care is being implemented. The purpose is to reduce re-immunization when an individual is



unsure of their history. Specific staff members underwent extensive training on the new system. We also continue to implement the Medical Orders for Life Sustaining Treatment (MOLST) forms in collaboration with the Nantucket Cottage Hospital. MOLST is another Massachusetts program that creates a uniform understanding of end of life care and individual's wishes.

Our volunteer program remains very active and is imperative to successful activity programming for our residents. We continue to receive generous donations that are used to offer activity programming that is otherwise unavailable due to lack of funds such as music and art therapy. In FY 2013, the Friends of Our Island Home citizen group began to form. This group works under the Community Foundation of Nantucket for fundraising efforts and assist in expanding our group of dedicated volunteers. The Friends has provided tremendous support to the daily activity programming and helped find vendors/contractors to donate their time, energy and even supplies to enhance the daily lives of our residents. For more information on the Friends and their efforts please visit: <http://www.friendsofourislandhome.org/>. In collaboration with the Friends, OIH was also very excited to participate in the Nantucket Wheelers program. This program enables eligible residents to go for rides on the bike paths on a regular basis using 'wheelchair bikes.' The outings have proved to be very positive on the daily lives of those who are able to participate!

Respectfully submitted,

Rachel Chretien  
Administrator



## **ISLAND SERVICES REPORTS**

### **NANTUCKET MEMORIAL AIRPORT**

Nantucket Memorial Airport (ACK) is one of only two gateways to the island, and on certain days has more aircraft operations than Boston Logan. ACK is a key economic generator for the community and the state. According to a recent MASS DOT study, the airport is responsible for 4,000+ jobs generating \$121 million in total payroll (4<sup>th</sup> in state airports), and is responsible for \$401 million in economic impact, the third in state airports. While the airport faces competition with improved ferry service to the mainland, the airport continues to provide the fastest, most convenient access to and from the island with multiple frequencies to various cities.

Operating essentially as a small city with its own fire, security, maintenance, operations and administrative departments, the airport provides for the transportation needs of a variety of customers. From private aircraft owners, commercial service airlines and passengers, corporate jet operators and users to freight carriers, medical transport, military training and VIP transport, the airport supplies the infrastructure and services necessary for these groups to successfully perform their functions.

A primary goal for the airport has been to become financially self-sufficient, and not reliant on Town subsidies. Through various initiatives, the financial performance of the airport has improved significantly. While still not completely self-sufficient in FY 2014, the required deficit was reduced by over \$800,000 from \$1.1 million to \$304,000. Additionally, the use of retained earnings that was budgeted at \$1.3 million came to only \$172,452. These are strong indicators that the financial performance of the airport is improving.

Further improvement to the financial performance is anticipated in FY 2015 with the institution of a \$4.50 Passenger Facility Charge (PFC) that was approved by FAA in May of 2014 for collections to begin in July 2014. Due to the timing of this approval, revenue associated with the collection of the PFC was not able to be part of the 2014 budget. Therefore, although revenue will be collected in FY 2015, it has not yet been appropriated. The estimated amount of collections for the first year is anticipated to be between \$500,000 and \$600,000. This income should make the airport financially self-sufficient by reducing debt service and providing matching funds for FAA and state capital grants.

Once the airport is financially self-sufficient, it must develop a business model that makes it sustainable. Through diversification of and increase in non-aeronautical revenues, the airport is working to develop a sustainable business plan. As part of this plan the airport leased four parcels in the Bunker Road area in 2013. During the FY 2014 time period the airport became aware that portions of the airport had been designated as Formerly Used Defense Sites (FUDS) by the US Army Corps of Engineers, which is charged with remediating previously used defense sites that may have environmental concerns. Portions of the Bunker Road leased areas fall within the area of concern identified by the Corps. While the airport was on schedule to have the next phase of investigation take place in 2035, this schedule was advanced because of the discovery of an unexploded ordnance (UXO) in this area. The next phase of investigation is now scheduled to take place in 2015. Due to potential impacts of this work, the Airport Commission cancelled the procurement for two of the parcels and is working with the existing tenants to address concerns related to possible development in this area. Upon final remediation (possibly 2016) additional Requests for Proposals could be issued for use of this land to generate additional income.

The Airport Master Plan efforts commenced in FY 2014 with an inventory of existing conditions and facilities, aviation activity forecasts, public outreach efforts and facility requirements being completed. Efforts will continue in FY 2015, with completion of the entire plan expected in early 2015. The final plan will result in an FAA-approved Airport Layout Plan (ALP) which will be used to guide future development of FAA-related capital projects over the next five to ten years and beyond. Based on survey data from the Master Plan, the Airport will develop a land use plan that will continue to promote a diversified, sustained income stream.

In addition to providing services necessary for flight operations, the airport is a leader in supplying land for commercial, non-aeronautical businesses known as Locally Undesirable Land Uses (LULU); businesses that are better located outside of the Historic Core District. Both the airfield and its support facilities and non-aeronautical areas must be managed in an environmentally responsible manner, as the airport actively manages over 500 acres of priority habitat and the associated threatened and endangered species. As part of its environmental stewardship commitment, the airport has streamlined its major habitat, wildlife, and rare species management obligations into a single adaptive plan. While prescribed burning remains a part of the program, ACK has emphasized large tract mowing on a 3-5 year interval. This not only maximizes the variety of habitat available on a given burn day, but aggressively pursues chronological sequencing on management actions, resulting in a forest structure that maximizes conditions to recruit and retain rare *Lepidoptera* species. The stand structure also has many major positive benefits for preventing, identifying, and controlling the development of hazardous wildlife conditions. Elsewhere on the airfield, recent botanical surveys have shown that the airport is a wealth of plant biodiversity. Frequent mowing and maintenance of sand plain grassland habitat free of shrubby encroachment has been a long-term driver of these successful grasslands. Not only have airport management actions and history contributed to changing paradigms for the state in promoting best management practices, but the airport is leading in experimental management techniques for promoting the rare perennial, *Lion's foot*. ACK also continues battling invasive species, hand pulling and spoil pile management, contributing to an island consortium of land management groups to promote overall ecosystem health.

The airport has been working with the Town's Energy Office and the Massachusetts Department of Transportation (Aeronautics Division) under the Carbon Neutral Airport Program to reduce their energy consumption. Municipal energy costs will increase by 25% on March 1, 2015, putting a strain on all municipal operating budgets. For the last two years, the airport has aggressively pursued incentives and programs for reducing energy use. As of this writing, the Airport is identifying land suitable for a 1.5 to 2.2 MW solar installation, facility HVAC upgrades that will save over \$20,000 a year, and lighting systems that further reduce energy use with short term simple paybacks. These are not just important steps for the airport to control its own operating costs; by reducing the peak demand for electricity, the airport hopes to do its share to avoid an expensive third electric cable, and its cost implications to residents. These projects are being designed and considered in the context of financial and ecological sustainability; they need to not only make prudent fiscal sense, but support the airport's other work in controlling threats to coastal erosion and rare species management.

The organizational structure of the airport continued to evolve in FY 2014 with the creation of superintendent level positions to oversee the three primary functions of the airport: Aircraft Rescue and Firefighting, Fixed Base Operations and Maintenance. These positions were filled from within the current staff, and are designed to effectively improve coordination and control of daily activities in these areas.

Operationally, the airport was kept busy as the island experienced the second consecutive winter of significant snow storms. While the crews performed exceptionally well in the various events, some flights continued to be cancelled or delayed because of airport closures at their destinations. During the last major storm in late March, the airport was able to assist the Town with opening Milestone and Polpis Roads, as the high winds and heavy snow created significant drifting providing challenges for standard road equipment. Again this year, in June, the FAA performed its annual certification inspection, which is a thorough three-day comprehensive inspection of all facets of airport operations. This inspection is part of the FAA regulatory requirements that the airport must adhere to in order to permit commercial air service operations. The inspection this year yielded zero deficiencies, which is a result of the dedication and commitment of the airport staff.

Construction activity continued at the airport with the completion of taxiway "Juliet" which improved safety by providing access for larger private aircraft to the taxiway system without having to taxi between multiple aircraft on a congested ramp area. Other airfield construction activities completed in FY 2014 included replacement of a Visual Approach Slope Indicator (VASI) lighting system with a more modern Precision Approach Path Indicator (PAPI) system on both runways 06 and 33. These improved navigational aids will assist pilots in determining the appropriate approach angle during landing. Additionally on runway 33, the Runway End Identifier Lights (REILS) system was replaced to address the 500' extension of this runway previously completed. It should be noted that the capital funding formula for FAA grants has changed. In the past FAA would fund 95% of eligible times, while the state would fund 2.5% and the airport would be required to make up the difference (2.5%). Currently FAA will fund 90%, the state 5% and the airport will now need to fund 5%.

The major construction effort that was completed in FY 2014 was the long awaited opening of the Administration/ Fixed Base Operator building. While the Administration and Finance units were relocated in early 2014, the Fixed Base Operation held a grand opening on May 3, 2014. This new facility consolidated airport administrative, finance and FBO functions into one facility. The former FBO building will remain in place to be used for control tower staff during the rehabilitation of the existing control tower which is scheduled to take place in the winter/spring of 2015.

In Fiscal Year 2014, aircraft operations were down 5.72% over 2013 from 126,898 to 119,639. Passenger enplanements for the period were down less than 1% over the previous fiscal year from 175,328 to 174,129. In terms of fuel, the number of Jet A gallons pumped in FY 2014 was up 2.58% over FY 2013, from 1,164,958 to 1,194,978. AvGas gallons were down for the period by 1% from 116,007 to 115,078.

In summary, the airport organization has been restructured to better align functions across the various lines of business while efforts continue to improve the financial performance and address the needs of this capital intense operation. Additionally, the airport continues planning efforts to address the long term capital needs and development of a sustainable business plan that will keep the airport on solid financial ground in the future.

Respectfully submitted,

Thomas Rafter, A.A.E.  
Airport Manager

## **NATURAL RESOURCES DEPARTMENT**

The Natural Resources enjoyed another productive year and continued to develop and expand our programs in our third year as a department. The duties of the Natural Resources Department include the Conservation Commission, Beach Management/Endangered Species Program, Shellfish Propagation, Natural Resources Enforcement/Shellfish Warden, Fertilizer Program and Water Quality Program. One of the major accomplishments of the Natural Resources Department was the adoption of the Shellfish Management Plan and Coastal Management Plan by the Board of Selectmen. These documents will provide a significant amount of guidance to both the department and the community in long-term planning for natural resources management. The department is comprised of Natural Resources Coordinator Jeff Carlson, Shellfish Biologist Tara Anne Riley, Natural Resources Enforcement Officer JC Johnsen and Assistant Biologist Leah Cabral (started February 2014). This past year we had a number of interns during the summer of 2013. We would like to give a special thanks to David Berry, Leah Cabral, Doug Smith, Sean Lafferty, Starr Rivard, and Breeanna Mendez for their hard work during this season. We are looking forward to expanding all of our programs and developing programs to best serve Nantucket. We are located at 2 Bathing Beach Road and can be reached by phone at (508) 228-7230. We encourage any person with a question or concern to contact us at the office.

### **CONSERVATION COMMISSION**

The Conservation Commission is primarily tasked with the administration of the Commonwealth of Massachusetts Wetlands Protection Act (Chapter 130) and the Town of Nantucket Wetlands Bylaw (Chapter 136). The Commission hears various types of applications that are for any activity within 100 feet of a wetland resource area. The Commission in the past year was chaired by Dr. Ernest Steinauer and the Vice Chair was Dr. Sarah Oktay. The other members included Dr. Jen Karberg, Michael Glowacki, Ian Golding, Andrew Bennett, and John Braginton-Smith. We would like to thank them for all of their hard work and dedication for the Commission. They were challenged by a number of difficult decisions and did an outstanding job in their review of all projects. The Commission heard the following applications in this fiscal year:

Notice of Intent	Amended Order of Conditions	Request for Determination of Applicability	Minor Modifications/ Plan Changes	Certificates of Compliance
122	18	27	25	58

The Commission meets every other Wednesday at the Public Safety Facility on the second floor at 4PM and the meetings are open to the public.

### **BEACH MANAGEMENT/ENDANGERED SPECIES PROGRAM**

The Endangered Species Program had another successful season for the 2013 summer season. This past season the Town monitored all of the breeding protected bird species on Town-owned/operated beaches. Historically the Town has had protected species and protected habitat at Jetties Beach, Low Beach, Fisherman's Beach, Madaket Beach and Smith's Point/Esther's Island. Other areas monitored for the presence of breeding pairs includes Surfside Beach, Dionis Beach and Quaise Point.

## **SHELLFISH PROPAGATION**

The Propagation Shellfish Program received \$37,917 in grants for the 2013 season. The Nantucket Shellfish Association contributed \$18,600 towards the equipment purchase of three new upweller systems for shellfish grow-out. The Shellfish Biologist also submitted a grant to the Nantucket Shellfish Association that was funded in the amount of \$10,000 that was titled: MANAGEMENT OF SEED IN NANTUCKET HARBOR AND MADAKET HARBOR: A PROPOSAL. A scallop seed management plan and stranding protocols were developed as part of the Town of Nantucket's Shellfish Management Plan.

A grant proposal was also submitted to the Great Harbor Yacht Club titled: FEASIBILITY STUDY FOR HATCHERY PROPAGATION AND GROW-OUT OF NORTHERN QUAHOGS (*Mercenaria mercenaria*) AT THE TOWN OF NANTUCKET'S PROPAGATION FACILITY AND CONTINUED GROW-OUT IN NANTUCKET WATERS. This grant was fully funded in the amount of \$9,317. We were able to produce around 3 million quahog larvae for grow-out.

The Shellfish Propagation Facility was able to produce around 70 million bay scallop larvae similar to 2011. Incoming water quality was compromised within the hatchery due to a dredging project adjacent to the facility and contributed to the decrease in production rates compared to 2012 (170 million). Spawning cages were deployed in both Madaket and Nantucket Harbor to help increase fertilization rates within the harbors.

A growth study for diploid and triploid oysters began in Sesachacha Pond using a bottom cage. 10,000 oysters were stocked and measured monthly for growth and survival. This was set up to be a three year growth study.

The Shellfish Biologist and the Natural Resources Coordinator served as advisors for the Shellfish Bylaw Review Work Group (Harbor and Shellfish Advisory Board) in formulating new recreational and commercial shellfish regulations for the Town of Nantucket.

## **WATER QUALITY PROGRAM**

The Natural Resources Department continued its water quality efforts of Nantucket Harbor, Madaket Harbor, Long Pond, Sesachacha Pond, Miacomet Pond and Hummock Pond. The samples were collected and processed from May through October. Monthly water samples were also collected for the Division of Marine Fisheries from both harbors, Sesachacha Pond and Coskata Pond.

Respectfully submitted,

Jeff Carlson  
Natural Resources Coordinator

## **DEPARTMENT OF PUBLIC WORKS**

The Department of Public Works was reorganized in FY 2014. A Town Engineer was hired as well as a Facilities Manager. This is the first phase of the recommendations from the 2009 Mercer report. The next phase will entail creation of a Fleet Management division. The DPW is comprised of seven major divisions: 1) wastewater collection; 2) wastewater treatment; 3) solid waste (both recycling and solid waste disposal); 4) urban forestry; 5) stormwater management; 6) general street and sidewalk maintenance; and 7) facilities maintenance. This report will provide an overview of each division and its accomplishments during FY 2014.

### **Wastewater Collection**

During FY 2014 the Town continued to make progress in achieving the recommendations contained in the Comprehensive Wastewater Management Plan (CWMP) and the goals established in the Wastewater Capital Improvement Plan. Staff continues to progress attaining higher Wastewater Treatment Plant Operator licensing through the state.

The Town continues to work with Woodard and Curran to update the CWMP. Studies determined that a Madaket wastewater treatment plant would not be necessary as the additional flows could be accommodated at the Surfside wastewater treatment plant. The CWMP should be completed by December 2014. The Department of Public Works continues to provide daily maintenance of the sewer collection system.

### **Wastewater Treatment**

The DPW is responsible for the operation and maintenance of nine sewer pump stations and two wastewater treatment plants: Surfside and Siasconset. Both facilities are advanced treatment plants, including nitrogen reduction and are in compliance with federal and Commonwealth regulations.

### **Solid Waste**

The solid waste facility took in approximately 37,400 tons for all categories of waste in FY 2014. Recycling generated approximately \$160,000. Landfill mining continued in FY 2014. This mining activity will provide future lined landfill space and reclaim valuable buried materials, while at the same time significantly reducing the potential for groundwater contamination.

Nantucket has been recognized as a National leader for its recycling efforts.

### **Urban Forestry**

The Town of Nantucket was honored for its maintenance efforts in urban forestry with its 14<sup>th</sup> Tree City Award.

### **Stormwater Management**

During FY 2014 the DPW installed new drainage structures, notably on Bartlett Road, and repaired broken structures across the island which will help to lessen localized flooding.

## Streets

The DPW continues to sweep, repair and pave public streets. Two maintenance workers have been dedicated full-time to repairing and resetting bricks and cobbles. "SeeClickFix" continues to be used by citizens to report issues that need fixing.

## Facilities Maintenance

A Facilities Manager has been hired to coordinate capital improvements to Town buildings and facilities as well as coordinate repair of these facilities. The Manager is assisted by a foreman and maintenance worker.

Respectfully submitted,

Kara Buzanoski  
Director

## **WOODS HOLE, MARTHA'S VINEYARD AND NANTUCKET STEAMSHIP AUTHORITY**

The Woods Hole, Martha's Vineyard and Nantucket Steamship Authority (SSA) was created in 1960, in an effort to guarantee year-round boat service to the islands of Nantucket and Martha's Vineyard. Though the SSA occasionally benefits from federal or state grants for projects such as terminal renovations, slip reconstruction or toward new boats; fares paid by customers constitute most of the income. Any operating deficit would be assessed to the five ports served by the SSA, according to proportionate representation. Nantucket has a 35% vote.



The SSA's five members meet monthly in public, alternating between the ports. Nantucket hosted meetings in September 2013 and June 2014, at the Whaling Museum's Discovery Room courtesy of the Nantucket



Historical Association. The seven member Port Council also meets monthly, alternating between Hyannis and Woods Hole.

The SSA management's goal is to maintain vital service levels at the most efficient cost. A major expense has always been fuel. The SSA's fuel hedging program has successfully managed to keep fuel expenses at around 10% of the entire budget. Other major expenses include wages, and maintenance of vessels and terminals.

Total operating revenues for the year were close to \$90 million, with expenses coming in just shy of that figure. Any operating profit is generally used to pay down debt, for maintenance, or put towards future projects such as terminal improvements and vessel replacements. 2013 ended with approximately 327,000 total miles traveled by all boats on both routes combined, representing 22,050 trips and just under 2,850,000 total passengers carried system-wide. As of the end of June 2014, passenger traffic was up 4.5% on the Nantucket route, with autos up 3.3% and trucks up 4.9%.

In 2013, with the cooperation of the SSA, the towns of Nantucket and Barnstable, the Army Corps of Engineers, and other state and local representatives, maintenance dredging of the Hyannis Channel was begun in early summer. The Army Corps of Engineers returned in December to continue dredging and again in late spring 2014 to deal with some remaining troublesome areas. Between the SSA and Hyline, over 1,000,000 passengers a year pass through the Port of Hyannis.

Half way through 2014, the design of the SSA's newest vessel, the M/V Woods Hole, was approximately 90% complete, on schedule to start service in time for the 2016 summer season. This state-of-the-art vessel is initially expected to begin service on the Martha's Vineyard route, replacing the M/V Governor, but will be fully interchangeable on both the Martha's Vineyard route and the Nantucket route.

After many public meetings, discussions with a citizens work group, and diligent review by staff, management and board members, a feasibility study was completed and the concept for the redesign of the Woods Hole Terminal was moving forward with most concerns satisfactorily addressed.

We would like to thank all employees from every department for the professionalism and contributions they bring to their respective roles on a daily basis. Maintaining the SSA as the lifeline to the islands would not be possible without the employees' collective dedication and commitment.

Respectfully submitted,

Robert F. Ranney, Governing Board, Nantucket Member  
Nathaniel Lowell, Nantucket Port Council Member

## ***VISITOR SERVICES***

The Nantucket Visitor Services and Information Department was established to provide a quality experience for island visitors and residents. The Department's budget consists of funding allocated from a percentage of the Local Room Occupancy tax paid by all licensed guesthouses and hotels. These licensed guest houses and hotels must collect state tax (5.7%) and local tax (6%) which totals 11.7%. The local

share of 6% is then returned to the Town and the Nantucket Visitor Services Department budget is based on 30% of the 4% of the local amount.

The Visitor Center at 25 Federal Street continues to be the main office for providing up-to-date information on events, activities, services, clubs, organizations, museums, businesses, lodging and restaurants as well as special events. An office open year-round to the public is a gateway for both visitors and residents on Island. The office welcomes over 60,000 people a year and serves as a daily referral service for available rooms including the seasonal one night list and cancellations for holiday and event weekends. The office maintains lists of restaurant openings and closings and also keeps menus available to the public. The office is open seven days a week in season and closed Sundays, December through early June. For those traveling by boat, a satellite kiosk on Straight Wharf provides information to visitors and residents seven days a week in season.

The department produced the annual Travel and Lodging brochure in partnership with the Nantucket Lodging Association. This brochure is available free to the public and lists all licensed bed and breakfasts along with general island information. It is available at the 25 Federal Street office, calling (508) 228-0925, e-mailing [towninfo@nantucket-ma.gov](mailto:towninfo@nantucket-ma.gov) or downloading from our website: [www.nantucket-ma.gov/visitor](http://www.nantucket-ma.gov/visitor).

Visitor Services helps to sponsor and organize the Fourth of July fireworks exhibition at Jetties Beach. Although fundraising has been done in the past, Nantucket Visitor Services is grateful to the Town of Nantucket for funding them this year.

Visitor Services organized and produced all 2013 Fourth of July events on Main Street and Children's Beach. The department also produced the Fourth of July brochure listing all venues, times and a map for the festivities. Visitor Services would like to thank the many volunteers who helped make this another holiday event.



Visitor Services produced and facilitated all Town events and activities at Children's Beach. This included the Tie-Dye Clinic, Friday Night Flicks, kickball and the Summer Breeze Concert Series on Sunday evenings and Tuesdays with P.J. Moody.

Visitor Services assisted ReMain Nantucket to put on the third annual Nantucket New Year's celebration for 2014. Held over seven days, it consisted of events available for all ages including family friendly event at the Dreamland Theater, a gala ball, cabaret and children's activities including a craft workshop, concert and puppet show. This year, a resolution wall was installed outside the Atheneum. This event will be held again for 2015 and a special thank you to Virna Gonzalez and Amy Baxter for partnering to make this a true Nantucket community event. All information available is available online at [www.nantucketnewyears.org](http://www.nantucketnewyears.org).

Nantucket Visitor Services began reviewing and restructuring an events project for the Town. Reviewing fees from other Towns, it is working on creating new forms to assist with the approval process for community events. This event project will be presented to the Board of Selectmen in the near future so it can be implemented in Town structure to better serve the public.

Visitor Services maintains a social media account on Twitter with NantucketBuzz. With over 1,300 followers it tweets out information to the public regarding public announcements and fun community events on the Island.

Nantucket Visitor Services once again held the Island Christmas Light Decorating Contest. In its 9<sup>th</sup> year, the public votes for their favorite home lit up for the holiday season and the Inquirer and Mirror newspaper prints photographs of the winning entries. A map of the participating houses is available for the public at the main office.

Visitor Services created a "Nanetiquette" brochure for the public. This booklet lets the public know the Island ways such as driving, biking and enjoying the Island. It is written in a friendly way but also to be used as a window into the Nantucket unique culture.

Respectfully submitted,

Kate Hamilton Pardee  
Director

#### ***SIASCONSET WATER DEPARTMENT***

The following activities are highlights of the fiscal year for the Siasconset Water Department.

The Water Commission awarded a contract to Winston Builders of Westwood, MA for the rehabilitation of the pumping station and the installation of a SCADA (Supervisory Control and Data Acquisition) system to allow the system to be monitored and controlled remotely. The project also included the rehabilitation of the existing buildings and upgraded the backup power supply. The project was completed and certified by MA Department of Environmental Protection in April of 2014.

The annual inspection of the water storage tank was completed and no deficiencies were noted.

The Water Commission entered into a lease with Verizon for the installation of cellular telecommunications equipment on the water storage tank. The lease will provide an average of \$69,000 per year over 20 years to the Sconset Water Department. The installation of this equipment will provide greatly increased service which is an asset to the public safety departments.

Total production for the fiscal year was 57,014,400 gallons. This is a decrease of 8,231,200 gallons (12.61%) over FY 2013. The highest recorded consumption during the fiscal year was 616,000 gallons on July 26, 2013.

The Commissioners renewed a Memorandum of Agreement with the Nantucket Water Commission whereby the Wannacomet Water Company will continue to provide certified operators as well as administrative and operational support.

The Water Commission would like to express its thanks to the residents of Siasconset, other Town departments, the Town Manager and the Wannacomet Water Company for their help and assistance throughout the year.

Respectfully submitted,

Siasconset Water Commission  
Gerald E. Eldridge, Chair  
Robert Benchley III, Secretary  
John Pearl, Commissioner

#### **WANNACOMET WATER COMPANY**

The following are highlights that were achieved during fiscal year 2014.

Total fiscal year production from all of the wells was 570,861,000 gallons. This represents a 3.02% increase from the previous fiscal year despite the first quarter being significantly less than the previous fiscal year due to wet cool conditions in most of July and August. The peak production day for the fiscal year was 4,064,747 gallons on July 6, 2013.

Phase II of the Hummock Pond water main extension project was awarded to Longfin LLC d/b/a Holdgate Partners. The project was started in early spring and completed in early June. The project extended the water main to serve residents along Hummock Pond and to provide fire protection to this part of the Island. The project allowed for 50 new connections to the system. An interesting part of the project was the installation of new water fountains on the Hummock Pond Road Bike Path that were handicap accessible and pet friendly.

Under the direction of Operations Manager Chris Pykosz, Wannacomet continues to strengthen its distribution system by replacing aging water mains in connection with the Phase IIB sewer work being done in the core district and administered by the Department of Public Works.

The Water Commission entertained a proposal by the Nantucket Cottage Hospital to consider building a new hospital on a portion of the Wyer's Valley property. The Water Commission voted unanimously to allow for this exploration. The Water Commission made it very clear that such a project will not endanger the water supply or place a financial responsibility on the rate payer.

The meter reading system upgrade was completed and 6,000 meters are now read monthly from the office at Milestone Road. This project has been completed entirely by Wannacomet staff and their efforts resulted in savings of over \$400,000 in the total project cost.

I would like to take this opportunity to thank the employees of the Wannacomet Water Company for their dedication and commitment to providing our customers with the safest and highest quality drinking water possible and excellent customer service. I also want to thank Nantucket Water Commissioners Nonie Slavitz, Nelson Eldridge and Allen Reinhard for their support and guidance.

Respectfully submitted,

Robert L. Gardner  
General Manager



## ***PLANNING AND LAND USE SERVICES***

The department of Planning and Land Use Services (PLUS) was established at the beginning of FY 2013 and it contains five divisions, including Building, Health, Historic District Commission, Planning, and Zoning. PLUS staff continues to strive for greater efficiency, improved customer service and an enhanced “one-stop-shop” approach to permitting. As more experience is gained as a consolidated permitting agency, further efficiencies may be realized in the future.

### ***BUILDING DIVISION***

In coordination with the Health Division and Fire Department, the Building Division reviews applications, performs inspections, and investigates reported violations to ensure compliance with applicable Massachusetts laws and regulations governing building, zoning and public safety. In FY 2014, the Building Division experienced a significant increase in inspection requests and permit applications from recent fiscal years, with issued permits being higher than in almost a decade, and new FEMA maps expanded the Velocity Zone, affecting minimum building elevation requirements for areas that were not previously affected. The Inspector of Wires, William Larrabee, and the Plumbing/Gas Inspector, William Ciarmataro, retired near the conclusion of FY 2014 and we thank them for their years of service.

### ***HEALTH DIVISION***

Well and septic system permitting and inspection, food service inspection, and a variety of other work pertaining to rules and regulations enforceable by the Board of the Health was completed by PLUS staff. The Board of Health promulgated new local regulations restricting the purchase of electronic cigarettes, funded a public information video addressing tick-borne disease prevention, and approved over \$380,000 in low interest loans to local homeowners to assist with septic system repairs. The Administrative Consent Order Regulations continued to provide relief to Madaket property owners by temporarily deferring Title V requirements, pending a long-term solution to wastewater needs.

### ***HISTORIC DISTRICT COMMISSION***

The HDC experienced an increase in the number of Certificates of Appropriateness (COA's) issued, reaching the highest number in almost a decade, consistent with the activity levels reported by the Building Division. The HDC also reviewed four appeals during FY 2014. Changes to the Commission membership included two member vacancies, which were filled by Diane Coombs and Ray Pohl, and the addition of Kristine Glazer as an associate member. David Barham and Kevin Kuester, both former Chairmen, departed from the Commission and James Grieder, Assistant HDC Administrator, resigned from PLUS near the conclusion of FY 2014 - we thank them for their years of service.

### ***PLANNING AND ZONING DIVISIONS***

The Planning Board and Zoning Board of Appeals continued to review applications for special permits and variances, within their respective jurisdictions, at regularly scheduled monthly meetings. The Planning Board successfully advanced warrant articles for the 2014 Annual Town Meeting to implement objectives of

the 2009 Master Plan. All zoning articles were unanimously adopted in accordance with the Planning Board recommendation and were quickly approved by the Attorney General.

Respectfully submitted,

Andrew Vorce, AICP  
Director of Planning



## ***PUBLIC SAFETY REPORTS***

### ***FIRE DEPARTMENT***

The Nantucket Fire Department (NFD) personnel were challenged in FY 2014 due to two major snow incidents: Snow Storm Hercules on January 2, 2014 and as well as another snow storm on March 26, 2014, as well as a Nor'easter. NFD responded to a large variety of calls during these events.

The NFD responded to several building fires this year that resulted in property loss. Two of the fires were in town locations with one fire out of town (Primrose Lane). Town locations were Yoshie's Restaurant and 5 Coon Street. The 5 Coon Street fire was fast moving due to the age and construction of the building. The type of construction provided chase ways for the fire to travel. This was a particularly challenging fire due to narrow streets and the close proximity of neighboring homes; staffing was stretched to its limits. The fire was extinguished and kept from spreading to nearby homes within three hours. This was due to the determination of the members of NFD.

Members of NFD also responded to a number of other priority calls for the year consisting of motor vehicle crashes with patient transport, trailer fires, brush fires and out building/shed fires.

Fire calls were up 28% compared to last year. Fire alarm activations were comparable. Inspectional services were up by 24% and ambulance calls were up 9%. Not counting the increase in the non-emergent routine calls this resulted in an overall 9% increase in total emergent runs for FY 2014.

Members of the NFD, in conjunction with the Cape and Islands Office Emergency Services completed EMS training and updating of the following: all EMS state required training consisting of 15 curriculums updated to the new National Standard EMS Certification process. The innovative training practices for field emergency responders of today takes approximately 80 to 100 hours of training annually.

NFD completed fire training with Industrial Protection Services and the Massachusetts Fire Academy consisting of the following: new technology of Hamatro Extrication Tools to better equip firefighters dealing with newer vehicle crashes, Safe Operations at Vehicle Fires and Common Fire Ground Emergencies.

Maintaining a high level of training is crucial for the Nantucket Fire Department. This enables us to safely and professionally handle various emergencies we encounter through the year.

#### **Present and Future Initiatives**

This is the first year the Nantucket Fire Department increased minimum staffing from three firefighters to four firefighters from Memorial Day to Labor Day. This is a step in the right direction in providing NFD with the resources of additional personnel to cover concurrent calls for the summer months.

Additionally, the fire department successfully moved over to the Central Public Safety Dispatching. Prior to this move a firefighter would answer the call and dispatch; now a Public Safety Dispatcher takes the call and all four firefighters are able to respond to the incident. NFD, the Police Department and Public Safety Dispatchers are commended on the hard work and effort that went into this transition, transition that



required considerable fire and EMS training. Because of this initiative, the efficiency in public safety response will notably continue into the future.

This year the Board of Selectmen formed a New Fire Station Work Group consisting of members from the Board of Selectmen, Capital Program Committee, Finance Committee and three appointed citizens of Nantucket. The New Fire Station Work Group spent the year reviewing new locations, possible renovation of existing property, possibility and location of satellite stations and possible cost savings in construction of the new fire station. The committee completed its final report and presented it to the Board in support of moving forward with this future project.

This was the year to start the process of upgrading the fire suppression equipment for the Island of Tuckernuck. The 1970 Dodge Brush Breaker was totally refurbished and put back in service. The catastrophic failure of the second engine will require it to be removed from Tuckernuck. This will be replaced with an already purchased truck and a firefighting skid unit that will be transported to Tuckernuck in the near future.

Recognition on the upgrade to several new technologies added to NFD goes out to the Nantucket Fireman's Association. Considerable funding from the Fireman's Association provided the upgrade to newer technological equipment used in EMS application of defibrillation. All NFD defibrillators were replaced improving the quality of service to the citizens and visitors of Nantucket. Additionally, the Fireman's Association funded the upgrade of NFD's vehicle extrication equipment to the newest applications available, allowing for a quick and effective deployment of this equipment when needed.

#### **Nantucket Fire Department Response for FY 2014**

The Fire Department responded to 4,982 requests for assistance in FY 2014.

**Calls for FY 2014**

Fire	67
EMS	1,344
Hazardous Condition	354
Service Call	1,237
Alarm Activations	1,104
Inspections	876

#### **Fire Prevention/Fire Alarm/Code Enforcement**

##### *Fire Prevention*

Nantucket Fire continues to use a wide range of prevention resources and messages to communicate the importance of taking action to protect firefighters, civilians and the Island's physical assets from the dangers of fire. NFD utilizes the Massachusetts's Student and Senior Awareness of Fire Safety Education programs to improve the fire and life safety of students and older adults through education that addresses unique fire risks for each age group. The Fire Prevention Officer, a SAFE educator was also certified this year in the new Fire Prevention Officer I program and provides knowledge of dangers associated with fire, age-appropriate information on preventing and surviving fires that occur, and works to affect change in the fire safe behaviors of Nantucket residents. The SAFE programs create partnerships between educational facilities, business, cultural centers and residential facilities.

Specific education initiatives for students included Fire Prevention Week activities for all preschool students, age appropriate presentations to all Kindergarten students, evaluation and subsequent education for third grade students, facilitation of the 32nd Annual Arson Watch Poster contest for middle school students and the SafeTeens Nantucket event for high school students.

Post 99, Nantucket Fire's Explorer program continues to expand and boasts a membership of 15 students who take an active role in learning fire and other emergency response technical skills. Explorers participate in community service especially assisting at the older adult residential facilities. Alumni continue to pursue educational and professional opportunities in related fields after graduation.

General population education has been accomplished through the use of social and news media, and presentations to various social, civic and religious organizations. At risk populations are served through a plethora of offerings including the Isle Return Program, a collaborative effort by public safety providers and human service agencies. Serving as a safety and reassurance, this program helps manage the challenge of searching for and rescuing people who may wander due to cognitive impairment. The list of clients in 2014 has increased by 50% and education of public safety providers guiding these successful interventions is continuous.

Prevention of catastrophic events challenges the Island's growing population as large scale events continue to increase. The NFD works in partnership with the Emergency Management Director to continuously identify natural or man-made hazards that may impact Nantucket's residents and visitors and the mitigation plans that address such incidents. In partnership with the PLUS Department, the NFD improved inspection efforts for tents that exceed 50 occupants for public (free or by ticket) events. Emergency evacuation plans for and prevention of fire emergencies for various facilities are static based on business use and occupancy, however organizations such as the Nantucket Cottage Hospital, Nantucket Historical Association, Landmark House, Sherburne Commons, Our Island Home, Academy Hill and private and public schools worked with Fire Prevention to insure effective response plans using education, extinguisher use training and fire drills.

#### *Fire Alarm*

As a part of the continuing work between the Town, utilities (National Grid, Verizon, Comcast, and various Fiber Optic installers), and the local house moving contractors we participated in numerous meetings to attempt to streamline the process to facilitate the movement of houses across the public and private ways of Nantucket. The Fire Department also participated in the ongoing process to create a comprehensive set of standards for the purpose of limiting the impact that house moves have on the public. These standards are still in the review process with the Town leaders for acceptance and implementation.

As part of the continued renovation on numerous commercial properties in the downtown historic district we worked with the property owners and contractors in the design and development of the fire safety systems that were required by code to be integrated into the buildings. The early notification provided by the fire alarm systems and the fire suppression protection for these properties has helped to create properties within our community provide a much improved safety standard for the residents and visitors to the island.

The existing Gamewell system has continued to be maintained but the Fire Department is working with property owners to initiate the conversion away from this system and onto either the new radio fire alarm system or onto private monitoring. The changeover of the Gamewell system is a long term project and will

continue to move forward on a yearly basis with the downtown historic district being the last area of the system to be completed.

#### *Code Enforcement*

Permits Issued FY 2014	
Above/Underground Tank Removal	95
Fuel Storage	4
Cannon	3
Clam Bakes	2
COI Inspections	308
Fire Alarm	18
Fireworks	1
Grill Permits	220
LP Tanks/Fuel Storage	224
Oil Burner	14
Open Burning	45
Smoke/CO Detector	402
Sprinkler System Installation	4
Tank Truck Inspection	1
<b>Permit Total</b>	<b>1,341</b>

Inspections FY 2014	
Smoke Detector Inspections	343
Certificate of Occupancy Inspections	263
Fire Alarm Inspections	23
General Safety/Hazard Inspections	68
Sprinkler System Installation Inspections	17
Other Inspections	160
<b>Inspection Total</b>	<b>874</b>

#### **Special Achievements**

New members of the Nantucket Fire Department, Mathew Avis and Joseph Townsend, were hired on July 1, 2013. Both recruits graduated successfully, Class of 207 from the Massachusetts Fire Academy on February 7, 2014.

All that has been accomplished this year is because of the commitment from all members of this department. I consider it a privilege to work with such dedicated and professional individuals.

Respectfully submitted,

Mark C McDougall  
Fire Chief

## **POLICE DEPARTMENT**

### **DEPARTMENT OVERVIEW**

The Police Department is the primary law enforcement agency for the Town of Nantucket charged with the responsibility to insure the safety of all persons in the Town through the enforcement of the criminal and civil laws of the Town and the Commonwealth. The Police Department has the following primary responsibilities:

- Protection of lives and property of all citizens
- Preservation of the peace
- Prevention of crime and disorder
- Identify and prosecute violators of the law
- Plan for and supervise public safety at special events
- Respond to all emergencies
- Support regional and national homeland security strategies
- The protection of the individual rights of all persons within the Town of Nantucket

The Police Department is divided into three divisions under the supervision of the Chief of Police: the Administrative Support Division, the Operations Division and the Marine Safety Division. The Operations Division provides the direct services to the general public and is responsible for the enforcement and prevention objectives. The Administrative Support Division provides support functions for those direct services for members of the Department and the general public including oversight of the Emergency Communications Center (e911), the Public Safety IT Network, and the Town-wide telecommunications systems. The Marine Safety Division is responsible for the supervision of waterways operations, public beaches, moorings, Town Pier, aids to navigation, and the lifeguard program. The Police Department also oversees the emergency management function for the Town of Nantucket.

### **CAREER MILESTONES**

#### *Promotions*

- John Rockett, Sergeant, March 31, 2014

#### *New Employees*

- Christopher Kelly, Police Officer, December 2, 2013
- Kevin Nagle, Police Officer, December 2, 2013
- J. Carlos Moreira, Dispatcher, December 2, 2013

#### *Separations*

- Marissa Affeldt, Dispatcher, October 28, 2013
- Michael Nee, Detective, November 25, 2013
- Michael Brown, Police Officer, November 30, 2013
- William Sullivan, Police Officer, June 6, 2014
- John Hubbard, Police Officer, June 6, 2014
- Daniel Blount, Asst. Harbormaster, June 6, 2014

### *Individual Accomplishments*

- Chief William Pittman attended the FBI-Law Enforcement Executive Development Program, 73rd Session, graduating September 27, 2013.
- Officer Brett Morneau was assigned to the position of Detective March 31, 2014.

## **DEPARTMENT ACCOMPLISHMENTS**

### *Police*

**School Safety:** We worked with staff from all of Nantucket's public and private schools to develop, review, implement and practice safety plans. We implemented active shooter training for police officers and school facilities.

**Technology Upgrades:** We have upgraded our server to facilitate the merging of the public safety e-mail domains with the Town domain. We have upgraded the technology in the Mobil Command Vehicle so that it is compatible with the Public Safety Network. We have automated the POSS/MUNIS payroll process. We have updated and improved the video link allowing public safety personnel to monitor critical harbor facilities remotely. We have converted our Criminal Justice Information System (CJIS) access from a costly T1 line to an internet connection via our Comcast service. We replaced all PC's still operating on XP operating systems. We implemented tablets for Fire Inspectors and Emergency Command Personnel. We have completed the VOIP program that was funded through last year's capital funding. We implemented a backup protocol to provide backup of critical files and network data to the Barnstable Server Farm.

**Social Media:** The department continued to increase our use of social media in our outreach efforts to the community using the social media platform "Pinterest" to display property recovered by officers over the course of the year. This feature allows visitors and residents to search our property room inventory for lost or stolen property that the department has but have been unable to identify the rightful owner. We continue to utilize Facebook and Twitter to provide timely information to citizens who have subscribed to our pages.

**Business Licensing Inspector:** The department hired a part-time inspector to work with local businesses to assist them with being compliant with all applicable rules and regulations as well as bylaws concerning entertainment and alcoholic beverage licensing. Our program goal is to improve voluntary compliance with business licensing rules and regulations.

### *Marine*

**Dredging:** We have started the process of obtaining the permits and property easements required to start the dredging of the Polpis Harbor entrance channel. Dredging is expected to begin in the fall of 2015 with an expectation that it will be completed by the spring of 2016.

**Engineering Study:** We have started the engineering studies required to perform dredging of the waterfront areas in Town, focusing on the Children's Beach boat ramp, Children's Beach and the Town Pier. Upon completion of the needs study the necessary permits will be obtained with a target date of the winter of 2016 to complete the necessary dredging.

**Lifeguard Program:** Our lifeguard program implement a new training regimen that ultimately will result in our lifeguards being certified by the United States Lifesaving Association to national standards in surf rescue. We have incorporated ATV's and stretcher trailers into the program that allow us to move injured swimmers

off the beach to waiting EMS first responders more efficiently and safely. We successfully guarded 124,500 people on Town beaches during the 2013 summer season.

**Outreach and Education:** The Harbor Master conducted a state certified junior boat operator course resulting in 15 local youth earning their junior operator certification. The staff of the Marine Department designed, built and entered a tree in the Chamber of Commerce's Christmas Tree contest that won the "People's Choice Award" during the 2013 Christmas Stroll.

### *Emergency Management*

**LPFM Radio Station:** We secured funding for a "Low Power FM" (LPFM) radio transmitter; channel 105.5 FM that will be used to disseminate important information to the general public along with our commercial FM and media partners during emergency situations.

**Emergency Alert System:** We have secured funding for a system of three emergency alert sirens that will be available by emergency managers as a tool to alert the general public of impending life threatening situations that may impact Nantucket. This system will be used in addition to the high tech app based system, Ping 4, and reverse 911 systems already available to us. Installation is expected to be completed in the spring of 2015.

**Table Top Exercise:** Emergency Managers and appropriate department heads have put together a response plan for infectious diseases such as EBOLA in partnership with the Nantucket Cottage Hospital and exercised the plan during a series of table top exercises designed to train first responders on the appropriate procedures to be implemented in the event of an infectious disease incident here on the island.

## **FY 2014 GOALS**

### *Police Operations*

**Maintain a high level of service to the citizens of Nantucket:** We will conduct on-going evaluations of the various programs and resources used to provide services. We will continually monitor incident response times and outcomes to insure that we are responding to calls for service in an effective manner. We will also maintain and improve our volunteer program, looking for additional opportunities for our VIP's. We will continue to improve and expand our popular Citizen Police Academy program designed to better inform the public what their police department is all about.

**Maintain an atmosphere of safety for citizens:** We will continue core programs such as community policing, crime prevention, school resource officers, neighborhood patrols, traffic enforcement, criminal investigations and emergency preparedness. We will continuously monitor the effectiveness of these programs to insure they are consistent with the best practices in the field.

**Business Licensing:** We would like to further enhance the program started in July, 2014 regarding the Business License Inspector. We seek funding to make this a full-time position which would allow us to work with local businesses to assist them with being in compliance with all applicable rules and regulations regarding entertainment and alcoholic beverages as well as by-laws regarding signage and window advertising.

### *Marine Operations*

**Capital Improvement Plan:** Develop a Capital Improvement Plan for the Town Pier and Floating Dock System and the repair or replacement of the F Street Bulkhead. Continue to evaluate the options available

and costs to improve or replace the restroom and office facilities at the Town Pier. Improve the usefulness of the Jackson's Point facility to improve response times in the Madaket Harbor area. Continue to maintain and improve the usefulness of the lifeguard housing facilities as well as try to secure more available space.

Waterways Projects: Continue a project to dredge Children's Beach and the Boat Ramp area to improve safety and bring the beach into compliance with Massachusetts Regulations governing public beaches. Seek grant funding to improve the Aids to Navigation program to improve safe access for boaters to all areas of the island.

Mission Capability: Continue to evaluate the mission capabilities of our marine vessels and determine their suitability for the missions that we are engaging them in. Of particular concern is our limited waterside firefighting capabilities. We will explore all funding and equipment options available to address this concern.

Beach Management: Develop and implement a four-season plan for maintaining our island beaches to include trash clean-up, access, fencing and hazard removal. Continue the level of service for lifeguard coverage provided during the 2014 season and start a junior lifeguard program as a way to encourage more participation in the seasonal lifeguard program by island residents.

#### *Emergency Management*

Outreach and Education: Conduct more outreach regarding emergency preparedness to businesses, faith-based and community organizations, non-profits, conservation groups, school and other organizations to improve preparedness and recovery efforts in the event of a natural or man-made disaster.

Enhanced Shelter Capability: Establish a more robust shelter system to include alternative shelter space and updated MOU's with the American Red Cross and Shelter providers. Review and obtain MOU's for services needed during operational and recovery phases of an event.

Emergency Drills: Conduct live and table top emergency preparedness exercises between all disciplines designed to train and prepare Nantucket's emergency responders to respond to natural and man-made disasters.

#### **SUMMARY OF CRIME STATS**

<b>ARRESTS</b>	<b>FY 2011</b>	<b>FY 2012</b>	<b>FY 2013</b>	<b>FY 2014</b>
Drug Offenses	28	39	43	45
DWI Offenses	38	73	103	94
All Other Offenses	996	1048	1385	853
<b>Total Arrests</b>	<b>1,062</b>	<b>1,160</b>	<b>1,531</b>	<b>992</b>

<b>PART 1 REPORTED CRIMES</b>	<b>FY 2011</b>	<b>FY 2012</b>	<b>FY 2013</b>	<b>FY 2014</b>
Homicide	1	0	0	0
Rape (includes unfounded and included offenses)	7	7	4	6
Robbery	4	3	1	1
Assault	64	69	58	51
Burglary	72	90	55	66
Larceny	344	304	353	364

Auto Theft	7	3	18	10
Arson	0	3	1	3
<b>Total Part 1 Crimes</b>	<b>499</b>	<b>479</b>	<b>490</b>	<b>501</b>

<b>OTHER OFFENSES</b>	<b>FY 2011</b>	<b>FY 2012</b>	<b>FY 2013</b>	<b>FY 2014</b>
Weapons/carry/possess	7	9	7	6
Forgery	1	3	1	0
Property Reported Lost or Stolen	317	284	339	364
Property Damage - Vandalism	127	156	139	133
Drug Offenses Reported	38	29	26	55
Family Offenses - Domestic	180	171	93	90
General Police Services	13,389	15,052	18,001	15,235
Disturbance – Noise Complaints	485	508	450	401
Disturbance - General	271	300	322	321
Fish and Game Violations	40	9	32	17
Public Service	790	812	1,013	4,333
<b>Total Other Offenses</b>	<b>15,645</b>	<b>17,333</b>	<b>20,423</b>	<b>20,955</b>

<b>MOTOR VEHICLE STOP/CRASHES</b>	<b>FY 2011</b>	<b>FY 2012</b>	<b>FY 2013</b>	<b>FY 2014</b>
Motor Vehicle Hit Deer	19	32	35	26
Motor Vehicle Stops	2,174	2,625	3,039	2,929
Motor Vehicle Crash Reports	407	337	395	456
Motor Vehicle Fatalities	0	0	0	0

<b>FEES COLLECTED</b>	<b>FY 2011</b>	<b>FY 2012</b>	<b>FY 2013</b>	<b>FY 2014</b>
Beach Permits	\$386,760	\$407,895	\$337,826	\$388,434
FID/Pistol Permits	\$5,325	\$3,375	\$1,868	\$5,275
Taxi Permits	\$7,225	\$7,825	\$6,940	\$8,265
Parking Permits	\$82,837	\$51,775	\$46,175	\$50,195
Parking Fines	\$236,435	\$234,180	\$215,470	\$279,841
Alarm Registration Fees	\$26,922	\$220,730	\$105,989	\$114,355
All Other Fees	\$3,887	\$6,575	\$21,187	\$7,713
<b>Total Fees Collected</b>	<b>\$749,391</b>	<b>\$932,355</b>	<b>\$735,454</b>	<b>\$854,078</b>

It continues to be an honor to serve Nantucket as the Police Chief for the past nine and half years and to work with the many fine men and women of the Nantucket Police Department. As we move into the next year we will do so with an objective to better serve you, the citizens of Nantucket.

Respectfully submitted,

William J. Pittman  
Chief of Police



## SCHOOL REPORTS

This report is a summary of school departments for the period of July 1, 2013 to June 30, 2014 and was prepared by Superintendent W. Michael Cozort with input from each school or department.

### NANTUCKET PUBLIC SCHOOLS

*World Class Learning: We Learn, Grow and Care  
Through Rigor, Relevance and Relationships*

2013-2014 was an excellent year for the Nantucket Public Schools. We are fortunate to have students who demonstrate daily excellence in the classroom, on the playing fields and in their extra-curricular and volunteer activities. We are extremely proud of all of our graduates. Our students do a number of things after graduation: some travel; a few take an extra year of prep school; some go directly into the world of work; and many of our students have been accepted to a number of prestigious universities this year. While we are proud of those being accepted to schools such as MIT, Dartmouth, University of California-Berkeley and the Naval Academy, we are equally proud of those students who are the first in their family to go to college. Clearly, students who go through the Nantucket Public Schools can, if they work hard, go anywhere and be successful!

With the many successes come some significant challenges. In particular, the rising enrollment has made it difficult to provide the proper learning environments for our students. Having increased by over 300 students in the past five years has made it difficult to have the appropriate learning spaces for ELL students, students with special needs and has made it problematic to keep class sizes for all students down. We have been forced to add modular buildings to the elementary school and four of our fifth grade classes are now educated in them.

**School Enrollment Academic years 2013-2014 vs. 2012-2013 vs. 2011-2012**

	NES	CPS	NHS	Total
October 2011	633	300	397	1,330 students
October 2012	656	306	424	1,386 students
October 2013	683	348	450	1,481 students
October 2014	725	335	497	1,557 students

As you read this, you may undoubtedly know that we have launched a building program to address these needs. Our proposal of building a new intermediate school and a small addition to our middle school will actually provide more space for students Pre-Kindergarten through the twelfth grade. Here is what it will do:

- Provide a new building for students in grades 3 through 5.
- Allow us to use the existing elementary school for grades Pre-Kindergarten through second grade, and move the Community School into this building along with the Early Childhood Center once located at the high school. It will also provide room for pre-school (age 4) classes for all Nantucket students instead of the present model that serves only those students with special needs.
- Add four to six classrooms at the middle school to meet the space needs as the classes of 125+ come rolling into that school in three years.

- Allow the Superintendent's offices to move out of the high school, providing two or three more classrooms for their use.

In addition to these challenges, there have been many other initiatives that require our attention. Recruiting and keeping top-notch teachers is difficult across America, but doubly challenging on Nantucket. While Nantucket is idyllic in many respects, it can be daunting for young educators to find housing and embrace island living. We also must increase the rigor in all of our classrooms to meet the demands of the new academic standards and enable students to demonstrate their proficiency on the new state assessment. As the results of this new testing come out next spring, I expect you will see our schools, and those across the Commonwealth and nation, struggle to meet the new and lofty benchmarks. However I am confident that eventually our students and teachers will raise their performance level to this new norm.

Not to diminish this discussion of raised standards and tougher testing, we must always remain committed to ensuring that our students' physical and emotional needs are met. A strong physical education program, exciting music/arts programs, varied world languages and broad vocational education are integral to that and I am proud to report that we have maintained our commitment to each of those.

The school district continues to maintain relationships with local organizations: the Nantucket Historical Association, the Egan Institute, Maria Mitchell Association, ReMain Nantucket, the Boys' and Girls' Club and Strong Wings are among the community organizations that provide students with enrichment opportunities.

We are also fortunate to have so many caring and gifted educators and support staff. They give generously of their time and expertise, both inside the classroom and out. In addition to knowing and teaching their subjects well, they often are club and activity sponsors, coaches and confidants. They care deeply about our children and take pride in providing a learning atmosphere that promotes intellectual challenge and emotional well being. A school system is only as good as its teaching faculty.

### **Nantucket Public Schools MCAS Scores**

The Massachusetts Comprehensive Assessment System (MCAS) is the Commonwealth's state-wide assessment program, developed as part of the Education Reform Act of 1993. MCAS has three primary purposes: 1) to inform and improve curriculum and instruction; 2) to evaluate student, school and district performance according to the Massachusetts curriculum framework content standards; and 3) to determine whether a student has met the state requirements for the Competency Determination, i.e. whether a student is eligible for a high school diploma. Every public school student, including students with disabilities, must participate in the MCAS.

Results on the MCAS tests are reported by achievement levels that describe a student's knowledge and skills as they relate to the MCAS performance standards and the state content standards. Students receive a separate score and attain a separate achievement level in each subject area. School and district results are reported according to the percentage of students attaining each achievement level in each grade level or subject area tested.

Students in grade 5 and 8 also participate in the science and technology/engineering assessment. Students in grades 9 and 10 have the option of choosing one science test in the areas of Biology, Chemistry, Introductory Physics, or Technology/Engineering to earn a proficient score to meet state graduation requirements.

Nantucket's achievements as a district in the 2013-2014 school year, resulting from the MCAS given during the spring of 2013 are as follows:

- Our District English Language Arts (ELA) results decreased slightly and are now just below the state average. This is a disappointment as ELA has been our strength in the past.
- Our results in mathematics for grades 3-10 were below state averages and this continues to be an area needing improvement.
- Our results for grades 5, 8 and 10 in Science and Technology were right at the state average and showed improvement over previous years.
- A review of groups of students moving through the schools shows that, over time, students improve their MCAS scores between grade 3 and grade 10.
- Our high needs subgroups (ELL, Special Needs and low income students) are below targets and we must do a better job to help them improve their achievement scores.
- Nantucket High School has been designated a Level 3 school indicating that not all students have met their MCAS targets. This designation reflects that a high enough percentage of students did not take the science test required.
- CPS has been designated a Level 2 school indicating that students met most, but not all, of their MCAS targets.
- NES has been designated a Level 2 school indicating that students met most, but not all, of their MCAS targets.
- On a scale of 1-5, Level 1 indicates that a district is performing proficiently, while Level 5 may call for a state take-over or mandate to contract with an outside agency to turn the district around. Our designation by the state as a Level 3 District indicates that we are performing adequately, but need to help our "high needs" students perform at a higher achievement level.

So, what are we doing to improve our results?

- At all three schools, we have provided time for Instructional Teams to meet and analyze performance data to determine needed revisions in curriculum and more promising instructional practices.
- In all three schools, we have added staff resources to better serve our English Language Learners, strengthening their English skills as well as providing them with the content knowledge necessary to improve their performance in classes and on the state assessment.
- Across the district, we have increased professional development, particularly in the area of mathematics, for our teachers.
- We are making the transition to PARCC, a new and more rigorous state assessment that has raised the bar for students, their parents and our faculty's instruction.
- NES, we have changed the staffing pattern in the fifth grade to guarantee more time on instruction of mathematics.
- At CPS, students are getting a double dose of math in grade six and English Language Arts in grade seven.
- At NHS, teachers are busy writing curriculum that is more closely aligned with the Massachusetts frameworks.
- We have trained teachers in Sheltered English Instruction (RETELL), through the Massachusetts Department of Elementary and Secondary Education, to help them provide better instruction for our ELL students.

## **Nantucket Elementary School**

2013-2014 was another busy year at Nantucket Elementary School. The administrative team in place continued to be: Kimberly Kubisch, Principal; Nina Slade, Associate Principal Pre-K – 2; and Michael Horton, Associate Principal 3-5. Nina Slade provided ELA support across Pre-K to Fifth Grade classrooms and Michael Horton provided Math support across Pre-K to Fifth Grade classrooms. The three of us spent a great deal of time in classrooms formally observing teaching and learning. We implemented the New Evaluation System, which is very rigorous and informative. The staff and students continued to embrace Responsive Classroom as the classroom management model for the school. The Standards based report card was refined even further. We implemented Math Expressions for the fifth year as the core math program, and for the third year the Language Arts Program - Houghton-Mifflin Journeys was used. Staff knows that these two programs are to be used as a resource, but the requirement for teaching and learning is to master the Massachusetts Frameworks. Both of these resources were utilized, refined, and expanded upon to support the teaching and learning of the Common Core State Standards.

To support staff with boosting student engagement in their learning, all classrooms have SMART interactive whiteboards and technology which is being utilized throughout the building in all classrooms in some way. Professional development in technology continued. In addition, we continued to put more computers in classrooms for centers and/or an iPad cart. We also had a significant portion of professional development time devoted to the New Evaluation system. The offerings included: writing their own professional practice goals, student learning goals, educator plans, and collecting evidence to represent the four standards of effective teaching: 1) Curriculum, Planning and Assessment; 2) Teaching All Students; 3) Family and Community Engagement; and 4) Professional Culture.

The NES staff collected and utilized a great deal of student performance data. The web-based data warehouse, AIMS web, was used to collect and analyze reading and math student performance data throughout the year. Teachers also utilized assessments with the Journeys and Math Expressions resources, as well as Fountas and Pinnell Reading Benchmark Assessments. The Fountas and Pinnell tool allows NES teachers to use the same assessment tool across all grade levels. MCAS results also helped to provide necessary student information.

Our school provides support for learning for students with a variety of needs, from special education to students who speak English-as-a-Second-Language to children who are advanced. The data mentioned above helped us to create co-teaching classrooms at every grade level with students who have special needs and the support of a Teaching Assistant and a certified Special Education teacher in those two rooms at every grade. In addition, students who receive ELL services were spread across all classrooms as several staff members pursued their Sheltered English Instruction credentials through the Massachusetts Department of Elementary and Secondary Education (RETELL). Nantucket Elementary School hired after-school MCAS tutors through Title I Grant funds. Students were selected based upon low MCAS performance. In addition, we had an afterschool ELL tutor who worked with some of our non-English speaking students in the testing grades. We also held an after school homework club. The population requiring these services continues to grow. Francie Baskett continues to be the school's ISLE program teacher for students with special talents or areas of interest.

Our students had the opportunity to participate in the long standing traditional field trips again. The third grade, in conjunction with their Social Studies content went to Plimoth Plantation, the fourth grade had their annual sleepover at the Boston Museum of Science, and the fifth grade did their three day pilgrimage to Yarmouth Port, MA for Nature's Classroom learning experiences. Once again, our fourth grade students

reaped the benefits of our community partnership with the Nantucket Historical Association. They had the opportunity to live like whalers and enjoy a sleepover at the Whaling Museum in the fall. This night included learning about all aspects of living on a whale ship: the food, the culture, the work, and the travel. We also had our second year of our partnership with the renowned Walden Chamber Players. They came three times during the year. In this residency, they performed for each class, held an information/performance night for families, were pen pals with third grade classes, held performances at the FONPS Holiday house tour and at the Dreamland. Our students performed alongside these wonderful musicians.

Our enrollment continued to grow. This required the purchase of an additional modular for classroom space. This past year, we had close to 700 students in 3-pre-kindergartens, 6-kindergartens, 6-first grades, 6-second grades, 5-third grades, 5-fourth grades, and 4-fifth grades. In addition, we have two substantially separate specialized learning classrooms to help meet the needs of students with learning challenges. Nantucket Elementary School continues to utilize an Options Program in collaboration with the Walker Partnership designed to meet the needs of students diagnosed with emotional disabilities. This program provides the opportunity to receive a modified educational program on the island.

### **Cyrus Peirce Middle School**

During the 2013-14 school year, the student population grew to 350 students with the addition 129 sixth graders, the largest 6<sup>th</sup> grade class in the history of the school. Under the leadership of the CPS faculty and new principal, Dr. Peter Cohen, Ed.D, the school worked to improve student achievement, raise the level of instructional rigor, and create a positive school climate.

The mission of Cyrus Peirce Middle School is to prepare students to grow intellectually and socially in a supportive yet challenging environment and to provide them with 21st century skills for success in high school and beyond. As part of Dr. Cohen's entry plan the faculty and community stakeholders identified strengths at CPS and areas for growth. Overall strengths identified through this process characterized Cyrus Peirce Middle School as a strong student-centered middle school with a solid sense of community for all and a positive environment for students and the community. As a school we therefore set forth to maintain initiatives which support our school's mission. The 2013-14 school year was focused on reflecting on what works at CPS and what can be improved.

Moving forward, staff and stakeholders continued to place instruction and increasing student achievement as the greatest priority. To that end, events and programs were developed throughout the school year to continue to increase the quality of the middle school experience. Students are exposed to a full range of coursework at the middle school level. At CPS we strive to ease the transition from elementary school and set students up for success as they prepare for high school. At the middle school level we focus as much on teaching students to be students as we do on content. In order to provide the best possible learning environment, the administration and staff began the work to redesign the master schedule to allow for more instructional time for core classes. The new master schedule will be in place at the start of the 2014-15 school year. Students in all three grade levels participated in the MAP (Measures of Academic Progress) testing, which is an assessment system aimed at determining student strengths and weaknesses in language arts and math. These assessments were administered in September, January, and May to determine student growth and focus instruction on areas of weakness. Members of the faculty participated in professional development to better understand the data analysis process. Professional development was a priority to support improved instruction. In addition to the MAP data workshops, CPS sent teacher representatives to the New England League of Middle Schools conference in Providence, the Association for Supervision and Curriculum Development conference in Los Angeles, the National Council of Teachers

of Mathematics conference in New Orleans, the Northeast Regional Conference on Social Studies in Boston, and the National Science Teachers Association conference in Boston. By exposing our educators to the leaders in the field around the country our school benefits greatly.

With the increased student population and the expansion of a new state mandated educator evaluation system, CPS recognized the need for an assistant principal. Mr. Torrance Lewis was hired in the spring of 2014 and will join the CPS administration beginning in August. The new master schedule, a new assistant principal, and a renewed focus on using assessment data to drive instruction all are in place to lead to continuous improvement at CPS during the 2014-2015 school year.

The 2013-14 school year marked a fresh start for the Cyrus Peirce Middle School with renewed energy and optimism as we educate the island's students in the best possible learning environment.

### **Nantucket High School**

Whaler Pride continues to serve as the mission of Nantucket High School. The 2013-2014 academic year was amazing for Nantucket High School and brought many examples of Whaler Pride to the forefront. The Class of 2014 demonstrated profound leadership and achievement throughout the year. Their accomplishments spanned the school and community. For the first time in school history, a student was named a National Merit Scholar and received a scholarship for his academic achievement through this very competitive national program. NHS had another impressive first, one of our graduates received two appointments to continue his education – West Point and The Naval Academy. The number of students participating in our Advanced Placement program through open enrollment increased and the number of exams taken jumped from 89 to 116. At the same time, scores for every Advanced Placement course offered increased. Nearly 100% of these courses saw an average of 3 or better. Nantucket High School applied for and was awarded a Massachusetts Math Science Initiative (MMSI) grant, which over three years will provide in excess of \$300,000 worth of funding for expanding and supporting Advanced Placement courses in Math, Science and English. For the third year in a row, 100% of students taking the English Language Arts MCAS test passed on their first try. Tests in mathematics and science also saw growth in scores, with the number of students achieving the highest two levels – advanced and proficient - increasing. Our technical and vocational programs enjoyed a successful year. Many students used their skills and talents to go out into the community and to participate in our School to Career program. We are indebted to the island community for the various partnerships we have. The island remains our campus; the bright and talented individuals who live here continue to share generously with our students to help them see the practical applications of what they are learning. Under the leadership of a new director, our drama department staged a very successful fall play in November and the musical in the spring, Brigadoon, under the director of our music department, was a huge hit. Achieving athletically, the Whalers emerged as Cape and Islands league champions in boys and girls soccer, field hockey, and softball. Giving back to the community, various groups in our school undertook several philanthropic endeavors like a coat drive through One Warm Coat, Pennies for Patients to benefit the Leukemia and Lymphoma Society, Peace Passers that redistributes soccer equipment to people and communities around the world and Letters to Soldiers where leaders in our school involved Nantucket Elementary School, the Lighthouse School and Wee Whalers in sending messages to our servicemen and women deployed around the world. Nantucket High School saw the retirement of several veteran staff at the conclusion of the year, among them the faces and voices of the Main Office, Cheryl Coffin and Stephanie Hanson. We were fortunate to hire many excellent local candidates to carry on the good work done by these fine educators.

John J. Buckey completed his sixth year as principal of Nantucket High School. In June, Mr. Buckey led ninety-eight graduates through graduation exercises, replete with a keynote address from Chris Matthews, island summer resident and host of Hardball on MSNBC. As noted the class of 2014 enjoyed much success both in and out of the classroom. Post-secondary plans for the class were diverse with over 80% continuing on to further education. These plans included prestigious colleges and universities, fine, applied and performing arts schools and technical institutes. Nantucket High School seniors Isabella Day and James Roggeveen were named the 2014 Nantucket Scholars. The island community once again generously gave to Nantucket High School graduates from 2014 and numerous alumni through local scholarships, which totaled well in excess of a half million dollars.

### **Special Services**

The Special Services Department at Nantucket Public Schools is committed to an inclusion philosophy in which children with special needs are integrated into our regular education classrooms and co-curricular activities whenever possible. This approach is not only mandated by the Massachusetts Department of Elementary and Secondary Education, but helps all of our students learn as a community of individuals with unique strengths and challenges. When special needs services are provided in classrooms, in our activities, and on our playing fields, all students benefit.

Our system-wide support services for students, ages 3–22, broadly include academic classroom support, behavioral classroom support, co-taught classes, specialized instruction in individualized or small group settings, substantially separate programming for students with significant special needs, occupational therapy, speech and language therapy, physical therapy, behavioral therapy, parent consultation, counseling, social skills instruction, early intervention support, extended school year services, assessment and diagnosis.

The focus for the Special Services Department during the 2013-2014 was expanded programming at the Cyrus Pierce Middle School and the completion of the Coordinated Program Review. In response to several students diagnosed with Autism Spectrum Disorder transitioning from Nantucket Elementary School to Cyrus Pierce Middle School, the district developed a new classroom that would meet their unique needs. In addition to academic skills, the curriculum of this classroom also includes social skills and pre-vocational skills. Whenever possible, students are included in mainstream classes for part of the day.

This year, the district also concluded the Coordinated Program Review process by successfully completing all of the corrective actions recommended by the Coordinated Review panel. These corrective actions included changing two classroom locations to be more inclusive and create more instructional space. It also included revising several paperwork procedures to provide more specific detail in correspondence to parents. The full report of the Coordinated Program Review is available on the district website and in the Superintendent's Office.

During the 2013-2014 school year, the Department of Special Services provided a range of professional development activities including presentations on Civil Rights, Proloquo, Language Based Strategies for the Classroom, Behavioral Strategies for the Classroom, and Transitions for Special Needs Students to Adult Services. The Staff was also trained in the new district-wide evaluation system which was implemented in September, 2014.

Approximately 229 students were provided services in our local schools through an Individualized Education Plan (IEP) during 2013-2014. This represents about 15.2% of our student body and is below the

state average of approximately 17%. In addition, approximately nine students were provided services in residential treatment facilities. Students are placed in residential schools when their learning and safety needs are so significant that the local schools are unable to provide appropriate services.

In addition to students who have Individualized Education Plans, there were approximately 86 students who received classroom accommodations in accordance with 504 Accommodation Plans.

Finally, in accordance with Child Find regulations, during 2013-2014, the Special Services department conducted 172 Special Needs evaluations in response to requests from families, teachers and specialists.

### **Technology Department**

The Nantucket Public Schools technology department is responsible for all infrastructure, systems, applications, classroom tools, repair and maintenance, coordinating mandated state and federal data collection and reporting, and staff professional development in the use of these systems and applications. The technology department provides the technology infrastructure as well as administrative and classroom tools to enrich the experience of our students. There are four primary areas that the district technology department focuses on: Educational Technology; Infrastructure; Professional Development; and Data Collection and Reporting. In addition, the district researched, evaluated and selected the Aspen Student Information System to replace the existing student information system. The Aspen project will be implemented during the summer of 2014 to be ready for use at the beginning of school in September 2014.

#### *Educational Technology*

Educational technology initiatives included completion of the SMARTBoard project and the acquisition of traditional desktop computers, laptop computers, iPads and Chromebooks for classrooms at all schools. Obsolete equipment was removed from service and recycled. Google Apps for Education was expanded to include all teachers and student in grades 5 through 12. The technology department provided significant support for the PARCC online assessment field test at the Nantucket Elementary School and an expansion of the Measures for Academic Progress (MAP) online assessments at the Cyrus Peirce Middle School.

#### *Infrastructure*

The district was able to acquire new technology tools in all three schools as follows: 70 desktop computers; 130 laptops; 60 iPads; 126 Chromebooks; and 14 SMARTBoards with projectors. A two year project to replace all network switches was completed. A comprehensive network assessment was performed. This assessment provided data to plan improvements to the school network and Internet bandwidth to accommodate the growing use of wireless and mobile devices and prepare for district-wide online student assessments.

#### *Professional Development*

The focus for professional development is to provide high quality training for using technology in the classroom. Sessions included SMARTBoard interactive whiteboards, SchoolCenter website development and Google Apps for Education.

#### *DESE Data Collection*

The technology department coordinates state data collection efforts, provides professional development to data entry staff and maintains the software and hardware necessary to perform these tasks. DESE data collection for student demographic, staff and teacher highly qualified and course catalog data is performed in October, March and June of each school year.



### **Nantucket Public Schools Facilities Department**

The Facilities Department and its staff work very hard to upgrade and maintain all school facilities and grounds. Completed projects in the 2013-2014 school year include: the Large Group Instruction room, the Community Pool locker rooms, the Middle School boiler repair, the refinishing of the gym floors in all three schools as well as the Auditorium stage and stairs, the renovation of the Special Education Room in the Middle School, the new HVAC system in the Auditorium, the installation of new doorways to the PE teacher's rooms, the wind turbine repairs, a lighting project done through National Grid's energy saving program and the addition of a second modular classroom to alleviate some overcrowding at the Elementary School. Safety and security projects we expect to complete in the 2014-2015 fiscal year include an integrated keyless entry system in all schools; the installation of new vestibules in each school and additional cameras to be installed around campus. The other projects we expect to complete are the Elementary School playground replacement, the Elementary School generator replacement, bathroom upgrades at NES, bathroom renovations at the Middle School, exterior renovations at both the Middle and High Schools and flooring replacements at the Middle and High Schools.

### **Nantucket Community School**

The 2013-14 school year brought many exciting changes and expansions to the Nantucket Community School. We began the year settling into our new main office located at 32 First Way, rolled out our new logo, revamped our brochure, began adjusting our web and registration sites and ended the year with the exciting expansion to our downtown campus at 56 Centre Street. Throughout all of the adjustments, the Nantucket Community School's core team members were exceptionally busy expanding and coordinating their programs. Their hard work resulted in a year filled with a wide variety of enriching and engaging activities for all of our islanders.

Our Early Childhood Center (ECC) located within the Nantucket High School has served as a community gathering space for our young families for many, many years. This year we provided 1,740 hours of drop-in play to the ECC and facilitated 114 free programs to our youngest islanders and their families. Some of these programs were one-time events with the majority of the groups meeting multiple times. For example, each of the five Ready, Set, School! kindergarten readiness "cohorts" met weekly for 10+ weeks. While we were sad to see the close of the ECC at the high school, we support Superintendent Cozort's decision to return this space to its original purpose; academic classrooms for our high school students. We, and Superintendent Cozort, remain committed to supporting island families with young children. Our ECC playgroups, parenting classes and family events will be offered at our downtown campus beginning in September. We are also excited to share that the ECC will be relocated to offer drop-in play at a soon-to-be-announced location.

The Community School's ever-popular Extended Day after-school program expanded, yet again, to provide 47 children with more than 475 hours of safe, fun, nurturing and quality childcare within their familiar and trusted school environment.

This year, we coordinated Polished Dental on-campus dental services for NPS students. More than 150 children received no-cost, professional dental cleanings, assessments and prevention education; 65 children participated in sessions designed specifically for children with special needs and for infants, toddlers and children under five years of age.

Enrollment in our Children's and Teen Enrichment programs grew by 19%! In collaboration with the Nantucket Police Department and ASAP Nantucket, we offered YELL (Youth Empowering Lasting

Leadership), a year-long leadership group designed for all private and public school students in the 6<sup>th</sup>, 7<sup>th</sup> and 8<sup>th</sup> grades.

The Nantucket Community Pool provided a variety of fitness, competitive and recreational aquatic opportunities for all ages. In addition to the swim classes incorporated into the public school day and the Dolphins and Whaler swim teams, our Aquatics team offered additional lifeguard training, adult competitive swim meets and more opportunities for youth swim lessons. In fact, we had 1,428 registrants in our Youth Learn to Swim program. This is an increase of 239 participants from the previous year.

We enjoyed a 54% increase in enrollments in our Adult Education and Enrichment programs with a total of 1,189 participants engaged in our art, language, fitness, business, career, technology, personal awareness, driver's education and ESOL/literacy classes.

Much of what the Nantucket Community School provides is a direct result of input from our islanders, collaborative business partnerships and the tremendous vision, support and leadership inspired by Superintendent Cozort, the NPS School Committee and ReMain Nantucket. We truly appreciate the opportunities this has afforded us in reaching the Nantucket Community School's mission to engage, strengthen and connect our community.

As always, your insight is appreciated. Please share your ideas, questions and suggestions with the Director of the Nantucket Community School, Caitlin Waddington, at (508) 228-7285 x1162 or via email at [waddingtonc@nps.k12.ma.us](mailto:waddingtonc@nps.k12.ma.us).

The Nantucket Public Schools have improved each and every year, thanks to a stable administration, a dedicated faculty, supportive parents and students who strive to excel. However, we understand that we cannot afford to stand still or we risk getting left behind. We must continue to enhance our facilities, expand our programming for all students and provide meaningful professional development for our faculty. In short, we must raise the standards for every student, parent and staff member. As educators, we know that this cannot be accomplished without the involvement and commitment of parents and the community-at-large. I thank you for the opportunity to be a part of the exciting changes taking place in our district and look forward to working with you toward our goal of continuous improvement.

Respectfully submitted,

W. Michael Cozort  
Superintendent

## COUNTY REPORT

### REGISTRY OF DEEDS

The Registry of Deeds is a recording office and research library for land transactions in Nantucket County. Instruments recorded in this office include deeds, mortgages, easements, liens and subdivision plans. The public has access to all recorded land records dating back to 1659.

Our offices are located in the Town and County Building at 16 Broad Street. The recording office is open from 8:00 AM to 12:00 PM and from 1:00 PM to 3:45 PM. The two research offices are open from 8:00 AM to 4:00 PM.

Our statistical report for fiscal year 2014 is as follows:

- The total number of instruments recorded was 7,370
- The total revenues received and disbursed was \$4,859,857.58

#### Revenues disbursed to the County were as follows:

Recording fees and copies	\$192377.00
Interest	64.06
Minus bank charges	(114.00)
Other monies	0
Deeds Excise Fund <sup>1</sup>	685,246.70
<b>Total</b>	<b>\$877,573.76</b>

#### Revenues disbursed to the state were as follows:

Deeds Excise <sup>2</sup>	\$3,411,192.82
CPA Surcharge <sup>3</sup>	148,640.00
Technology Fee <sup>4</sup>	40,230.00
State Recording Fees <sup>5</sup>	382,221.00
<b>Total</b>	<b>\$3,982,283.82</b>

Our total number of instruments recorded decreased 13% from last fiscal year. Our total revenues from recording fees decreased 13% from last fiscal year. Our total revenues from Deeds Excise increased 10% from last fiscal year. (See superscript 2 below for definition of Deeds Excise).

<sup>1</sup>As a result of the state takeover of the County sheriff's office, beginning January 1, 2010 the Deeds Excise Fund is 10.625 % of total deeds excise revenue, divided as follows: County General Fund receives 60% and Registry of Deeds receives 40%. An additional 30.552% of total deeds excise, up to \$250,000 per fiscal year, is collected and dedicated to pay down the debt of the Public Safety Facility.

<sup>2</sup>Deeds Excise is excise tax paid on the consideration of deeds and other instruments that transfer interest in property. As of January 1, 2010 the state Department of Revenue receives 89.365% and the County Deeds Excise Fund receives 10.625% (see above).

<sup>3</sup>The Massachusetts Community Preservation Act has both local and state funding components. A portion of the state funding is collected by the Registry of Deeds, and consists of a \$20 surcharge on filing fees. The state Department of Revenue receives these funds. These surcharges help pay for the acquisition, creation and preservation of open space for recreational use, the acquisition and preservation of historic places and the creation, preservation and support of community housing.

<sup>4</sup>Chapter 4 of the Acts of 2003 created the Technology Fund. The \$5 technology fee is charged on all filing fees. The state Department of Revenue receives this fee, which is to be used by the Registries for technology advances. The Technology Fund has been extended through June 30, 2016.

<sup>5</sup>Chapter 4 of the Acts of 2003 also raised the recording fees. The state Department of Revenue receives all the increased fees. These fees were generated to help raise revenue for the Commonwealth.

Accomplishments for fiscal year 2014 include the following:

- Preparing for e-recording

Our goals for fiscal year 2015 are:

- Implementation of e-recording

After seven years as an Administrative Assistant, Jessica Gage left the Registry of Deeds to pursue her career as an Optometrist. We wish her well!

Our current staff consists of Register Jennifer H. Ferreira, Assistant Register Kimberly A. Cassano and Administrative Assistant Amanda Furtado.

Respectfully submitted,

Jennifer H. Ferreira  
Register of Deeds



## **TOWN AND COUNTY BOARD/COMMITTEE/COMMISSION REPORTS**

### **ABATEMENT ADVISORY COMMITTEE**

The three-member Abatement Advisory Committee meets monthly during the year and as required by the Tax Assessor during the tax-billing season.

During the fiscal year 2014 the Committee was able to assist the Assessor in the timely review and disposition of 100 real property abatement applications.

Respectfully submitted,

Judith A. Moran  
Chairwoman

### **ADVISORY COMMITTEE OF NONVOTING TAXPAYERS**

The purpose of the Advisory Committee of Non-Voting Taxpayers (ACNVT) is to convey to the Board of Selectmen the concerns of seasonal Nantucket residents who vote in other jurisdictions. Those domiciled in places other than Nantucket pay approximately 70% of the residential real estate taxes collected by the Town.

During fiscal year 2014, five public meetings of the ACNVT were held beginning July 20, 2013 and the last on June 28, 2014. During these meetings, the committee had the opportunity to hear from two members of the Board of Selectmen and the Town Manager regarding issues facing the Town.

The committee members brought to the meetings reports of issues raised by seasonal residents. For a two-way exchange directly between Town officials and seasonal residents, the committee also co-sponsored (with the Nantucket Community Association) a fifth Summer Forum which was well attended.

The committee reviewed the following matters/issues brought to its attention:

- Wastewater management: options for Madaket, mandating septic pump-outs
- Preservation of natural vegetation on lots undergoing development
- Sconset Bluff armoring: assessment of pros and cons
- Adequacy of housing for summer residents
- Sewer system: cost allocations, recovery of charges unpaid after hookups
- Room Occupancy Tax: possibility of extension to seasonal vacation home rentals
- Undergrounding of utility wires in the Core District (new cable)
- Discussion of possible Nantucket Hospital moving and revisions
- In-town parking: proposed improvements
- Town alternative energy initiatives: cost justification of on-island wind generators
- Priority bike paths: In-town, Quaker-Prospect Street, First Way, and Tom Nevers

- Sustaining harmony between year-round and summer residents

Respectfully submitted,

Howard N. Blitman, P.E.  
Chairman

#### **AGRICULTURAL COMMISSION**

Over the past year, the Nantucket Agricultural Commission has chosen to focus its efforts on animal education and livestock permitting. Commission members met with Animal Control Officer Susie Gayle to find out what types of challenges the Island faces in regards to the keeping of livestock, the tracking of complaints, the availability of knowledgeable vets, the use of permits, farm inspections, emergency management plans, and the ability of a part-time animal control officer to meet the needs of a growing livestock presence. This was a very productive meeting and gave the Commission many insights into the unrestricted keeping of livestock. We used the information gained to formulate a rough draft application to replace the current permit application. This process is on-going.

To improve the availability of “best practices” models and methods, the Agricultural Commission is working with the Nantucket Atheneum and local bookstores to carry reference materials specific to the keeping of livestock. The Commission will continue to review potential web links to be added to its webpage under “Helpful Information”.

The Commission also worked on expanding agricultural opportunities for new and/or burgeoning growers by promoting the formation of a “Community Garden” specifically designed to provide land lots large enough for commercial growing. Sustainable Nantucket took up the challenge and has lead a group of future farmers to form Nantucket’s “Community Farm”. They were able to secure land through the Land Bank on the Pease property. At this time, the focus is on growing vegetables, etc and not on raising livestock.

The Commission’s main goal for the coming year is to provide the Town of Nantucket with a new livestock permitting process and application. We will also be discussing the use of water sensors in irrigation systems, ways to encourage future growers, the quality of the Landfill’s soil output for gardening and landscaping, keeping the website informative and up-to-date, and ways to improve the efficacy of the Agricultural Commission.

Respectfully submitted,

Campbell Sutton  
Chairman

## **BOARD OF HEALTH**

Under Massachusetts General Laws, the Board of Health is responsible for disease prevention and control, environmental protection and promoting a healthy community.

### **Disease Protection and Control**

Tick-borne disease remains a major health problem on the island. The Board reviewed various methods of tick control (i.e. birth control for deer, immunization of mice and 4-poster devices) and concluded that these options were not viable for Nantucket at this time. The Board of Health produced a video on personal and pet protection from tick-borne disease which can be viewed on the Town website.

The Board passed a regulation (BOH Regulation 72:00) restricting the sale of tobacco products and nicotine delivery products.

In the next fiscal year the BOH plans to review the health statistics for Nantucket and identify areas that should be addressed by the Board. Representatives of the Board plan to meet with Massachusetts Fisheries and Wildlife to discuss methods to reduce the deer population that will be acceptable to the community and the Fisheries and Wildlife Board.

### **Environmental Protection**

The Board passed the following local regulations for environmental protection:

- BOH Regulation 56:00 - Septic Wastewater Flow Regulation for the Hummock Pond Watershed Protection District for the purpose of restricting additional effluent flows which may degrade the pond water quality through increased nutrient loading.
- BOH Regulation 65:00 – Innovative/Alternative Sewage Treatment Technologies Tracking Program for the purpose to better track the performance of alternate technology systems to ensure treatment systems Maintenance Agreements are in place and systems are functioning as designed. Other towns that have initiated the program have noticed a reduction in nitrogen loading.
- BOH Regulation 76:00 - Solid Waste Haulers Regulation for the purpose to establish orderly administration of the collection of solid waste on Nantucket.

The Board approved several loans under the Community Septic Management Program, Administrative Consent Orders and Septic Betterment Agreements to ensure that failed septic systems were repaired in environmentally sensitive areas.

We encourage citizen participation in our efforts to make the island a healthy place to live and improve the environment. Citizens are welcome to attend our monthly meetings the third Thursday of each month at 4:00 PM.

Respectfully submitted,

Malcolm W. MacNab MD, PhD  
Chairman

## **CAPITAL PROGRAM COMMITTEE**

The basic purpose of the Capital Program Committee (CapCom) is to review all capital expenditure requests over \$50,000. Additionally, CapCom was asked at the 2013 Annual Town Meeting to document the Capital Planning Process for the Town. As a result, CapCom was pleased to introduce an expanded Capital Improvements Program report to the budgeting process for fiscal year 2015 and beyond. In the past, the purpose of CapCom's report was to provide the Board of Selectmen, the Finance Committee, Town Administration - and ultimately the taxpayer - with an independent review of the capital expenditure requests for the upcoming fiscal year. New with FY 2015's report is the addition of a ten-year forward view of capital projects, debt service for bond financing, and the impact these expenditures might have on Nantucket's taxes and financial position.

The CapCom, Town Administration, the Board of Selectmen and Finance Committee recognize that a Capital Improvements Program is a long-term process. This first long-term report will help taxpayers and Town Government better understand the financial demands facing Nantucket. The 2015-2014 report is only a beginning which will be refined and improved in the future. The committee thanks Town Administration, Department Heads, the Board of Selectmen, and the Finance Committee for their assistance in preparing and refining this initial long range capital plan.

For 2015 general government, this Capital Improvement Program (CIP) recommended \$5,590,000 in capital expenditures. \$4,265,000 will be funded from Free Cash, with the remaining \$1,325,000 funded from various revolver funds, grants, or land sales. For 2015 enterprise funds, the committee recommended \$6,078,250 in capital expenditures. The funding for these expenditures will come from within the enterprise funds themselves.

For the General Fund, the ten-year capital expenditure plan includes such major items as a new fire station, a new school, renovation of 20 South Water Street, rehabilitation of the Shellfish Propagation Facility at Brant Point, 2 Fairgrounds Rd garage and building replacement, replacement of Town Pier offices and bathrooms, stormwater improvements, and bike path improvements. An aggregate of \$78.6 million capital debt is projected to be financed through 2024. In the enterprise funds, more than \$200 million of debt is projected through 2024 for water, sewer, solid waste, Our Island Home, and airport purposes.

Because our debt service costs are declining rapidly, the initial debt finance modeling for this General Fund ten-year capital improvement program shows that the worst case impact on taxpayers would be less than an increase of \$40 per \$100,000 assessed value in 2017 and 2018, declining in subsequent years. However, there are financial borrowing techniques that would level these peaks and lower even this number.

The main conclusions of the CIP and the modeling done to date are: 1) there are many large capital items forecast for the Town over the next ten years; 2) the Town is in a favorable financial position; 3) there are financing strategies available to the Town that can minimize the impact on taxpayers; and 4) it is anticipated that the Town can stay within, or just exceed for a period of time, its self-imposed guideline of 12% of operating expenses for General Fund debt service.

Respectfully submitted,



Phil Stambaugh  
Chairman

### **CEMETERY COMMISSION**

The purpose of the Nantucket Cemetery Commission is to:

1. Provide adequate space for the Town's burial needs.
2. Provide for the maintenance, in perpetuity, of the grounds and monuments in all of the cemeteries controlled by the Town of Nantucket.
3. Provide complete and accurate records of those buried in Town-controlled cemeteries.
4. Develop record keeping procedures, systems, a lot and services price list, and regulations in order to assure the respectful committal of human remains on Nantucket.

Much of the 2014 fiscal year was spent developing Cemetery Regulations, which required a public hearing and final adoption by the Selectmen before lot sales could begin. In addition, necessary procedures and forms were developed and tested in order to begin sales of recently laid out lots at Polpis Cemetery.

The Cemetery Commission continued its work to determine possible locations of available burial space within Town-controlled cemeteries focusing on Newtown, Polpis and the Colored Cemetery. Fifty initial lots were laid out at Polpis with plans to lay out additional lots as necessary. More work needs to be done to determine lot availability at Newtown and other Town cemeteries. The Commission will investigate the possibility of poling and ground penetrating radar to determine where additional gravesites might be located.

DPW Director Kara Buzanoski was appointed Cemetery Administrator by the Town Manager to oversee the accepting, recording and filing the forms required to purchase a burial lot, install a monument, arrange interments, and to keep an accounting of the various funds controlled by the Cemetery Commission. We have also been working to develop a brochure describing the cemeteries and services provided by the Town. We will use this information to make our page on the Town's website useful and informative. The taking of three lots adjacent to Newtown Cemetery, which will provide additional cemetery space and an improved cemetery entrance, is progressing slowly. The Commission will need to press the Town to take action on this taking.

The Cemetery Improvement Plan, which will assess the condition and needs of each of the Town's eight cemeteries was outlined and discussed with plans made to pursue this project in the fall and winter of the coming fiscal year. The objective is to determine what improvements can be done immediately to improve the appearance and condition of each cemetery, and to list improvements in terms of signage, brush removal and access to be done over the next year. We also began discussion of a plan to assess the condition of gravestones in each of the cemeteries. We will use our existing CPA grant to restore grave monuments in need of repair.

Respectfully submitted,

Allen B. Reinhard  
Chairman

## **COMMISSION ON DISABILITY**

The Nantucket Commission on Disability represents and advocates for the needs and interests of the disabled community living on or visiting Nantucket Island. It is the goal of this Commission for the disabled population to fully integrate and participate in the Nantucket Community. "Access for All" is our Commission's objective. The Commission worked to accomplish the following goals in the fiscal year 2014:

- Continued to work with the Town to improve access for disabled pedestrians on the sidewalks, crosswalks, and intersections throughout downtown and the surrounding areas.
- Continuation of the Disabled Parking Permit Program for disabled, Nantucket residents.
- Continue to communicate with Island businesses to raise accessibility awareness, and help them to improve access in their buildings.
- Work with the Building Department to ensure accessibility compliance of new and renovated commercial structures.
- Periodically provide information on services and products that may be helpful to the disabled, Nantucket population.
- Purchased portable ramps for disabled visitors to borrow while they are renting a Nantucket home. Most rental homes are not wheelchair accessible and these eight-foot, ten-foot, and threshold ramps allow disabled visitors to more easily access their Nantucket vacation home.

The Commission has set several priorities for fiscal year 2015: The Commission will continue to further the community's awareness of accessibility issues, and strive to improve day-to-day living for the disabled population on Nantucket. In addition to continuing our past objectives, the Commission hopes to accomplish the following:

- Continue to help educate the Island's building industry in regards to accessibility concerns.
- Work with the Island's preservation groups to create more outdoor, accessible recreational areas.
- Create a directory of scenic areas where people can drive and park and enjoy the natural beauty of Nantucket from their vehicle.

Respectively submitted,

Milton C. Rowland  
Chairman

## **COMMUNITY PRESERVATION COMMITTEE**

In September 2000, the Commonwealth of Massachusetts enacted the Massachusetts Community Preservation Act (CPA). The CPA is the enabling statute that provides the authority for communities to establish a local Community Preservation Fund that derives its revenue primarily from a surcharge of up to 3% of the community's local property tax. In April 2001, Nantucket became one of the first communities to adopt this Act. This landmark statute provides cities and towns with an additional tool to preserve open space, preserve historic buildings and sites and provide affordable housing. At least 30% of the annual receipts are dedicated with 10% going to each category and the remaining 70% dedicated for one or more of these purposes in accordance with local priorities. The Act also establishes a statewide Community

Preservation Trust Fund drawn from a surcharge of \$20 on most filings at the Registry of Deeds and land filings at the Land Court. These surcharges provide matching funds to communities and increase the dollars that can be spent on community preservation.

The Nantucket Community Preservation Committee makes recommendations to Town Meeting for the acquisition, creation and preservation of open space, the acquisition and preservation of historic resources, the creation, preservation and support of affordable housing for the community, the rehabilitation or restoration of such open space, historic resources, land for recreational use and community housing that is acquired or created. Since inception, more than \$30 million in CPA funding has been awarded to various Nantucket initiatives which have fallen more or less equally within the three areas of focus of the CPA as follows: 37% for affordable housing, 35.6% for historic preservation and 24% for open space and recreation. 3.4% was used for administration purposes.

In fiscal year 2014, the CPC reviewed, assessed and ranked 18 applications for CPA funding for fiscal year 2015. Funding for 18 projects, totaling \$3,250,800 was approved by the citizens of Nantucket at the 2014 Annual Town meeting as follows:

#### Historic Preservation

Town of Nantucket, Planning and Land Use Department (PLUS)	
<ul style="list-style-type: none"> <li>Funds for a preservation consulting team to update "Building with Nantucket in Mind"</li> </ul>	\$30,000
Nantucket Firemen's Association	
<ul style="list-style-type: none"> <li>Repair and restore the roof, gutters, trim and windows of the Siasconset Fire Station</li> </ul>	\$135,000
The Coffin School Trustees	
<ul style="list-style-type: none"> <li>Preserving the rear and Historic Brick Façade of the Sir Isaac Coffin School</li> </ul>	\$210,000
St. Paul's Church in Nantucket	
<ul style="list-style-type: none"> <li>Completion of the restoration of the exterior vestibule and creation of the handicap accessible walkway, lift and stairway</li> </ul>	\$295,000
First Congregational Church in Nantucket	
<ul style="list-style-type: none"> <li>Restoration of the roof of the Summer Church and the engineering study</li> </ul>	\$80,000
Nantucket Historical Association	
<ul style="list-style-type: none"> <li>Restoration of the historic fence at 96 Main Street in front of Hadwen House</li> </ul>	\$48,000
Nantucket Islands Land Bank	
<ul style="list-style-type: none"> <li>Restoration of historic clubhouse on Sconset Golf Course</li> </ul>	\$270,000
Museum of African American History	
<ul style="list-style-type: none"> <li>Restoring foundations, rebuilding retaining wall, completing archeological research to replicate original historical foundations</li> </ul>	\$144,000
Hostelling International USA, American Youth Hostels	
<ul style="list-style-type: none"> <li>Repair and restore the roof and cupola of the Star of Sea Hostel Surfside</li> </ul>	\$95,000
The Homestead Inc. of Nantucket	
<ul style="list-style-type: none"> <li>Repair and restore the front façade and the front fence</li> </ul>	\$38,800
Town of Nantucket, Natural Resources Department	
<ul style="list-style-type: none"> <li>Restoration of the historic Brant Point Shellfish Propagation Facility</li> </ul>	\$350,000
<b>Sub-total</b>	<b>\$1,695,800</b>

### Community Housing

Nantucket Interfaith Council	
<ul style="list-style-type: none"> <li>Housing and rental assistance program</li> </ul>	\$130,000
Habitat for Humanity Nantucket Inc.	
<ul style="list-style-type: none"> <li>Construct new or relocate and renovate a Habitat for Humanity house on current available or to be available land</li> </ul>	\$200,000
Housing Assistance Corporation with the Nantucket Housing Authority	
<ul style="list-style-type: none"> <li>Expand the initial infrastructure phase including modeling of types of homes to be built at Sachem's Path</li> </ul>	\$100,000
Housing Nantucket	
<ul style="list-style-type: none"> <li>Capital maintenance for community rental housing</li> </ul>	\$150,000
<b>Sub-total</b>	<b>\$580,000</b>

### Open Space Conservation/Recreation

Town of Nantucket	
<ul style="list-style-type: none"> <li>Funds to pay the interest and principal in the first year of the Bond authorized at the 2012 Annual Town Meeting for the creation of an artificial turf playing field at Nobadeer Farm Road</li> </ul>	\$125,000
Nantucket Land Council, Inc.	
<ul style="list-style-type: none"> <li>Funds for the acquisition from the United States General Services Administration (GSA) in cooperation with the Town of Nantucket for a 92 acre site in Madaket</li> </ul>	\$650,000
Town of Nantucket, Planning and Land Use Department (PLUS)	
<ul style="list-style-type: none"> <li>Funds for the acquisition of the property at 50 Union Street in cooperation with the Nantucket Islands Land Bank to create open space and widen the street corner</li> </ul>	\$200,000
<b>Sub-total</b>	<b>\$975,000</b>

### Administrative

Community Preservation Committee	
<ul style="list-style-type: none"> <li>Administrative and operating expenses</li> </ul>	\$110,000
<b>Sub-total</b>	<b>\$110,000</b>

<b>TOTAL</b>	<b>\$3,360,800</b>
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By the time that this report is printed, many of the above projects will be on their way to completion. Many more projects beckon in the future to preserve our precious community. The Community Preservation Act continues to offer a unique opportunity to fund community projects that would probably never be realized or take several years and significant financial burdens to complete.

Respectfully submitted,

Ken Beaugrand  
Chairman

## **FINANCE COMMITTEE**

The primary responsibility of the Finance Committee, pursuant to the Town Charter, is to provide recommendations to the Annual Town Meeting on the current and next fiscal year budgets and all warrant articles. The budget is a culmination of a year round process developed and administered by Town Administration and presented to the Board of Selectmen and Finance Committee for review and recommendations. The Committee consists of nine members from various walks of life appointed by the Board of Selectmen to three-year terms. Though the committee functions in synergy with Town Administration, Town departments, local boards and commissions and the Board of Selectmen, ultimately the goal of the committee is to make recommendations that are in the best interest of the community at large, with an emphasis on equity and responsibility to the tax payers and residents. The committee meets in open session throughout the year and encourages public participation throughout the process.

Municipal services are partially funded from local revenue collected - primarily property taxes. This revenue provides Nantucket's citizens with education, protection, safety, health, and infrastructure to enrich our lives and maintain high standards as a community, in addition to providing for the needs of a premium resort destination. In addition, our local government provides year-round services normally found in cities or regions impacted by seasonal peak populations, including trash processing, sewer services, water distribution, public safety, visitor services, and airport services. Being that Nantucket is 26 miles out at sea, it has to be self sufficient in providing these services. This provides a unique challenge that sets Nantucket aside from most other municipalities in the Commonwealth.

The committee reviews all aspects of personnel compensation. This year the issues of longevity pay and retirement benefits have been discussed in response to citizen sponsored warrant articles. Specifically, the committee encourages the continued examination of longevity pay by the Board of Selectmen and Town Administration as a way of controlling costs in the future. Also, the committee recommends that the overall compensation strategy be developed for retirement benefits to compare with other public entities and the private sector.

This year, the committee recommended an appropriation of \$500,000 be deposited into a trust fund for the purposes of continuing funding for Other Post-Employment Benefits for future financial planning purposes. The committee advocates long-term financial planning in this area and this appropriation is a continued movement towards meeting the Town's obligations for the future.

Nantucket has been fortunate to maintain current levels of service in recent tight economic times and has made prudent adjustments to control costs. However, Town government does not operate in a vacuum. Each year the cost of these services has experienced pressure to increase while local growth and other revenues remained stagnant or has decreased. The challenge going forward is to establish equilibrium to provide a level of service and maintain costs without increasing taxes over the allowable 2.5% increase allowed every year. The Finance Committee works diligently to evaluate these financial stresses and make its recommendations, while maintaining this delicate balance.

The Committee would like to express its gratitude to Town Administration, led by Town Manager Libby Gibson, and the Finance Department, under the leadership of Brian Turbitt, for their valuable contributions throughout the budget development and Town Meeting preparation processes.

The goal for presenting the Fiscal Year 2015 budget, as directed by the Board of Selectmen, is to “live within projected revenue”. Overall expenditures in the general fund are projected to increase by 4.62%, driven mostly by insurance cost and wage increases and additional subsidies to enterprise operations. Personnel costs including salaries, medical insurance, workers compensation, unemployment, laborers union pension, and retirement comprise 71.32% of the General Fund operating budget. In FY 2015, salary expenses for the Town, School, and Community School are projected to increase by 4.82%. The Solid Waste Enterprise, Our Island Home Enterprise, and Airport Enterprise Funds are projected to continue to require general fund subsidies in FY 2015. The Solid Waste Enterprise Fund subsidy has been voted twice via overrides in 1999 and 2006 and remains supplemented by the General Fund in FY 2015 with projected increases of 1.89%. The Our Island Home Enterprise Fund subsidy from the General Fund is projected to decrease by -1.19%, while the subsidy to the Airport Enterprise Funds has been eliminated in FY 2015.

### **Municipal Operating Budget**

The proposed Town of Nantucket municipal operating budget for FY 2015, including Enterprise Funds, is \$102,729,337. The FY 2015 municipal operating budget has increased \$2,710,041 or 2.71% over FY 2014, primarily due to increases in insurance and debt service costs. A notable increase is the \$1,397,902 increase in the insurance category in the General Fund, predominately due to rising health insurance costs. Debt service has also increased in the Airport Enterprise and Water Enterprise Funds by \$1,105,010 and \$462,130 respectively. The General Fund School FY 2015 budget is \$24,416,458, a \$1,020,183 or a 4.36% increase over FY 2014.

This year's municipal budget includes the following projections:

- 2.5% Increase in real estate and personal property tax revenue
- 3.46% Decrease in allowance for abatements due to revaluation year
- .50% Decrease in state revenue
- 6.27% Increase in personnel costs (salaries, health insurance, retirement)
- 2.41% General (non-health) insurance increase

<b>Municipal Operating Budget Categories</b>	<b>FY2014 Budget</b>	<b>FY2015 Recommended Budget</b>	<b>\$ Change From Last Year</b>	<b>%Change From Last Year</b>
<b>General Fund</b>				
General Government	\$ 6,108,561	\$ 6,469,674	\$ 361,113	5.91%
Safety & Protection	\$ 7,685,945	\$ 7,847,568	\$ 161,623	2.10%
Marine & Coastal Resources	\$ 701,885	\$ 783,095	\$ 81,210	11.57%
Maintenance	\$ 3,475,204	\$ 3,568,311	\$ 93,107	2.68%
Human Services	\$ 470,951	\$ 427,205	\$ (43,746)	-9.29%
Culture & Recreation	\$ 979,034	\$ 1,033,893	\$ 54,859	5.60%
Contractual Obligations	\$ 301,201	\$ 467,855	\$ 166,654	55.33%
Education	\$ 23,396,275	\$ 24,416,458	\$ 1,020,183	4.36%

Debt Service	\$ 7,605,899	\$ 7,421,391	\$ (184,598)	-2.43%
Insurances	\$ 10,407,402	\$ 11,476,000	\$ 1,068,598	10.27%
Assessments	\$ 3,228,051	\$ 3,420,000	\$ 191,949	5.95%
Subtotal General Fund	\$ 64,360,408	\$ 67,331,450	\$ 2,971,042	4.62%
<b>Enterprise Fund Departments</b>				
Nantucket Memorial Airport	\$ 8,568,592	\$ 8,242,550	\$ (326,042)	-3.81%
Our Island Home	\$ 7,173,960	\$ 7,145,825	\$ ( 28,135)	-0.39%
Sewer	\$ 6,507,305	\$ 6,486,748	\$ ( 20,557)	-0.32%
Siasconset Water	\$ 1,149,933	\$ 1,079,750	\$ ( 70,183)	-6.10%
Solid Waste	\$ 7,782,377	\$ 7,838,714	\$ 56,337	0.72%
Wannacomet Water	\$ 4,476,721	\$ 4,604,300	\$ 127,579	2.85%
Subtotal Enterprise Funds	\$ 35,658,888	\$ 35,397,887	\$ (261,001)	-0.73%
<b>TOTAL MUNICIPAL OPERATING BUDGET</b>	<b>\$ 100,019,296</b>	<b>\$ 102,729,337</b>	<b>\$ 2,710,041</b>	<b>2.71%</b>

The Finance Committee recommends a municipal operating budget for FY 2015 in the amount of \$102,729,337. The recommended budget represents a \$2,710,041 which is an increase of 2.71% over the FY 2014 operating budget (\$100,019,296).

## **FY 2015 RECOMMENDED BUDGET HIGHLIGHTS**

### *General Fund*

**Revenues** in FY 2015 are expected to increase from \$74,499,924 to \$78,259,791, a 5.05% increase over FY 2014. Currently, 86.7% of total projected General Fund revenues in FY 2015 are derived from property and personal taxes. Our local property tax revenues increase annually by 2.5%, in accordance with the legal limitations of Proposition 2 1/2. This amount is based on a FY 2015 assessed property valuation of \$19,181,425,169. Nantucket's assessed property valuation is a good indicator of the way our community has weathered the recession and still continues to improve its valuation, while other communities in the Commonwealth are still experiencing the impacts of depressed property values.

State revenues are projected to continue to experience a minimal decline of .50% in FY 2015 to \$1,633,513. Due to FY 2015 being a real estate and personal property revaluation year, we anticipate we will continue to see requests for abatements resulting in a projected decrease of 3.46% in FY 2015 over FY 2014.

Local revenues, which include excise taxes, license and permit revenues, as well as fees and rentals for different services, are currently projected to increase negligibly by less than a percentage point.

**Payroll expenses** which include salaries, health insurance, and retirement, continue to represent the largest part of our expense projections in accordance with being a service driven organization. For FY

2015, personnel related expenses represent 71.32% of the total general fund projected budget. There has been a Town-wide consolidation effort, most recently at Planning and Land Use Services (PLUS) that has proven very successful in eliminating redundancies, while also meant to improve service quality by clustering related services in single locations. These consolidations have required increased flexibility and cooperation between employees of previously separate departments, but it is our belief that in the long run we are better served as a community and tax payers by a more consolidated and focused government, the trend is expected to continue in the near future. Going forward the committee realizes that municipal services do not operate in a vacuum and that additional personnel are necessary to continue to provide the services of a world class destination.

**Operating expenses** are projected to increase by 2.94% in FY 2015 over FY 2014, a direct result of the aforementioned consolidations, where currently departments share costs of utilities and office supplies that previously burdened separate budgets. On the other hand, this modest increase emphasizes what has been a long-standing concern of the Finance Committee that several Town-owned buildings and equipment are in need of repair and in some cases, renovations or replacement. As a result, there has been an increased focus to better fund and manage repair and maintenance to avoid such issues in the future, where major capital outlays may be needed.

**Debt service expense** as a whole is projected to decrease by 2.43%. The policy goal for the Town of Nantucket is for debt service to be at or below 12% of the total municipal operating budget and as it currently stands, the General Fund debt service is at 11.02% of the total general fund operating budget.

**Capital Expense:** The Town of Nantucket's infrastructure requires significant financing to keep it from deteriorating, as already mentioned in this report. To keep up with the growing needs of our expanding community, we, as a Finance Committee, face the delicate task of balancing different needs and prioritizing capital projects. For FY 2015, we are recommending \$5,031,000 of spending, a 27.77% increase, compared to \$3,937,480 in FY 2014. Of the \$5,031,000 capital appropriation, \$4,142,955.94 is projected to come from Free Cash, \$127,044.06 is projected to come from re-appropriation of prior years completed capital articles, and \$761,000 from the FY 2015 tax levy and other general revenues of the Town.

#### *Enterprise Funds*

**Revenue** forecasts for enterprise funds, across the Commonwealth, have been closely scrutinized by the Department of Revenue (DOR). Guidelines that have been issued by the DOR have indicated "the bureau will not allow estimated revenue (increases) for user charges based upon the government's intent alone to raise the charges in the future. These charges must be raised before the tax rate recap is submitted for tax rate certification to the Bureau (in the fall). When revenues are estimated based upon consumption alone, the Bureau will continue to require reasonable supporting documentation for this claim." (Source: DOR Bulletin 2012-02B). For Fiscal Year 2015, the only enterprise funds projecting an increase are the Solid Waste and Wannacomet Water Co., enterprise funds.

**Operating expenses** as a whole expenditures, including payroll and debt service are expected to decrease by \$261,001 or 0.73% from FY 2014. A majority of the decrease is attributed to debt service decreasing in the Airport Enterprise in the amount of \$578,734.

**Debt Service Expense:** The policy goal for the Town of Nantucket is for debt service to be at or below 12% of the total municipal operating budget and as it currently stands, the enterprise funds are at 28.74% of the total enterprise fund operating budget. Debt service in the enterprise funds is projected to be 15.34% for the Airport, 81.33% for Siasconset Water, 55.73% for Sewer, and 50.17% for Wannacomet Water. It is



important to note, Our Island Home currently does not have expenses related to debt service and the Solid Waste Enterprise Fund debt service is less than 1% of its operating budget.

**Capital Expense:** For FY 2015, we are recommending \$7,074,000 of spending, a 47.43% increase, compared to \$4,798,327.85 in FY 2014. Of the \$7,074,000 capital appropriation, \$6,159,000 is projected to come from new borrowing, \$, \$215,000 is projected to come from retained earnings and Wannacomet Water revenues, and \$700,000 from the FY 2015 tax levy and other general revenues of the Town for the landfill mining item.

## **LOOKING FORWARD**

While we continue to be cautiously optimistic, as Nantucket shakes off the residual effects of the prolonged recession, we approached our FY 2015 budget's process by exercising fiscal restraint in a conscious attempt to balance our Town's needs in a responsible and sustainable way. We will continue to work together with various boards and committees, as well as Town departments and Administration alike, to ensure taxpayers' interests remain at the forefront and the quality of services provided remains at a high level. We are committed to working collaboratively with the Board of Selectmen, Airport Commission, and Water Commissions to identify potential solutions to address the Town's unfunded future liabilities such as health insurance and pension plans. We, as a committee, feel confident that the FY 2015 budget we are recommending will allow Nantucket to continue to provide services that are both beneficial to island residents, but also maintain and improve the island's image as a top destination for summer recreation.

*Note: Fiscal Year 2015 figures contained within the report are subject to change based upon technical amendments presented at the 2014 Annual Town Meeting.*

Respectfully submitted,

Matthew Mulcahy  
Chairman

## **HARBOR AND SHELLFISH ADVISORY BOARD**

The Harbor and Shellfish Advisory Board (SHAB) efforts the previous year through the end of March successfully yielded Town Meeting approval for restoring a town biologist position primarily needed for harbor/pond water quality sampling and analysis. Through a similar multi-year effort by SHAB and its subcommittee, the Shellfish Bylaw Review Workgroup, SHAB revised and streamlined Nantucket's shellfish regulations which are still pending adoption by the Board of Selectmen at the end of FY 2014.

During the 2013/2014 commercial scallop season, Nantucket's fishermen harvested 14,500 bushels of scallops despite losing 27 fishing days to inclement weather. Near the end of the 2013/2014 commercial scallop season, the SHAB voted unanimously and convinced the Selectmen to allow commercial scallopers to take an extra bushel of scallops per license holder to compensate scallopers for fishing days lost to inclement weather. However, the SHAB's later attempt to recommend extending this season one week into April failed at the Selectmen level.

In answer to what appears to be an increase in the number of large scallop seed strandings predominantly along the southern shores of the inner harbor, the SHAB formed a seed stranding team and continues to

work with the Nantucket Police Department on an automated computer-assisted stranding event notification system for volunteers.

Although, as of the end of FY 2014, the Shellfish Management Plan Implementation Committee had yet to garner enough members to become active, SHAB appointed member Doug Smith to represent the board on this committee. During the 2014 Town Elections, incumbent SHAB members Peter B. Brace and Willis E. Blount were re-elected to the board for three years each and shortly afterwards, the board re-elected Mr. Brace as chairman, Mr. Smith as vice chairman and Chuck Connors as secretary.

During this fiscal year, the SHAB defended its existence as an elected board, spurning the Town's efforts to convert it into a partially or totally appointed board. Instead, it pursued Massachusetts Senate bill S. 979 in the Massachusetts Legislature, a home rule petition adopted at the 2013 Annual Town Meeting, which would exempt fishermen serving on shellfish boards from state conflict of interest laws. As of the end of FY 2014 SHAB continued to push for it remaining an elected board.

Out in the harbors, SHAB got the Selectmen to sign off on expansion requests by five of the six oyster growers in the Head of the Harbor: Andy Roberts, Chuck Connors, Ted Lambrecht, Gordon Frazier and Matt Herr, granting four more acres each, allowing them to expand their growing spaces up to the maximum of 10 acres, with final approval from the state's Division of Marine Fisheries. The board also successfully recommended that the Selectmen set aside two acres outside of Coskata Pond and two more inside of Polpis Harbor as overwintering locations for oysters, and convinced the Selectmen to renew Mr. Robert's lease of harbor bottom for another 10 years.

A majority of SHAB recommended to the Board of Selectmen that Town Shellfish Biologist Tara Anne Riley send 25 Nantucket bay scallops to the Coastal Watershed Institute in Florida to help determine the effects of the rust tide algal bloom (cochlodinium). They also recommended that the Selectmen grant Nantucketers Leah Cabral and Belinda Gable their commercial scallop licenses since they completed their 40-day commercial scalloping apprenticeships.

Our board continued to support Ms. Riley's shellfish propagation efforts including the raising of 400,000 quahogs during the summer of 2013, experimenting with 10,000 oysters in Sesachacha Pond to see how well they grow there, and the release of 75 million Nantucket bay scallops into the harbors in the summer of 2013. Toward that end, the board also supported the Natural Resources Department's renovation of the boathouse lab at Brant Point.

SHAB supported Ms. Cabral's oyster shell reclamation initiative seeking to use oyster shells collected from island restaurants to create oyster shell reefs in Nantucket Harbor for growing oysters in the wild. SHAB also supported Harbor Master Sheila Lucey's creation of a rescue-training program based on U.S. Coast Guard rescue techniques for Nantucket police officers, her quest for an inshore waters amphibious rescue vessel and Ms. Lucey's successful changes to the Town Pier annual slip lottery allowing fishermen drawing a majority of their annual income to not have to participate in the lottery every year.

Respectfully submitted,

Peter B. Brace  
Chairman

## **ROADS AND RIGHT OF WAY COMMITTEE**

The purpose of the Roads and Right of Way Committee is to review any issues concerning the status of access over public and private roads, rights of way, abutters ways, proprietors roads, footpaths and any other ways throughout Nantucket County, and to make recommendations to the Board of Selectmen and County Commissioners to ensure and improve public access over them.

Our vision is to preserve access to Nantucket's public and private lands, including our harbors, coastline, ponds, moors, conservation lands and historical sites. Public access is one of the greatest gifts the Town of Nantucket can protect for our current and future citizens.

Included among the projects and issues developed and discussed by the Roads and Right of Way Committee this fiscal year were: review and support of the planned and long discussed In-Town Bike Path from Washington Street to the Rotary; safety and road improvements on First Way between Hooper Farm Road and the schools; and encouraging the Town to install a planned sidewalk from the Prospect Street bike path to Upper Vestal Street, creating a pedestrian route connecting via Winn Street to the Madaket Bike Path. This would address the safety problem that exists as pedestrians must walk in the roadway along Quaker Road past the Friends Burial Ground. We also continued our support for taking the roadways between the airport and Surfside Road as public ways.

The committee's Nantucket Railroad trail project is being developed with sections of the routes to Surfside and Sconset reviewed with potential for walking trails and possible signage to mark sections of the route. Lee Saperstein of our committee presented a "Food for Thought" illustrated talk at the Whaling Museum outlining the history of the railroad. We anticipate marking sections of the route and developing the trail along the existing berm with cooperation of property owners.

Our committee worked with the DPW to create a new Town policy to deal with encroachments on public ways including streets, sidewalks and other public property. The policy is still under review by the DPW and is expected to be reviewed and adopted by the Selectmen in the fall of 2014. The new policy will complement the implementation of recommendations from the Traffic Safety Work Group and our own Downtown Sidewalk Survey which we began in early 2014. The objective of the survey is to inspect and rate all the sidewalks in the downtown core district and sidewalks connecting the core district to mid-island. We have developed a rating sheet and we began the actual survey this past spring, and will continue into the fall and winter of FY 2015.

Our work to implement the management plan for the Sconset Foot Path continued in connection with the Sconset Trust and residents along the footpath to address issues of signage and commercial use. Our committee will continue to follow progress as the Town proceeds with taking abutter ways along Hulbert Avenue and Baxter Road as well as plans to improve paths at Mill Hill Park and provide a safe connection between the Surfside, Hummock Pond and Madaket bicycle paths.

The Committee wishes to thank Sylvie O'Donnell for her many years of service and strong contribution to our work and projects.

Our committee has a presence on the Town's website [www.nantucket-ma.gov](http://www.nantucket-ma.gov), on which can be found minutes of our meetings, the ROW Improvement Plan, "A History of Roads and Ways . . ." and other

reports and information. Our meetings are open to the public and usually held on the third Tuesday of each month at 2 Fairgrounds Road at 4:00 PM.

Respectfully submitted,

Allen B. Reinhard  
Chairman

#### **SCHOLARSHIP COMMITTEE**

The Town of Nantucket Scholarship Fund is funded by many generous taxpayers who contribute to the fund. Typically the fund receives between \$4,000 and \$6,000, annually. The number and amount of awards are based on funds received in a fiscal year. There are many well qualified and deserving candidates, and a difficult decision must be made as to whom the funds will be awarded to.

For the third year in a row, we have the good fortune to receive very generous donations from the Nantucket Triathlon LLC which enabled the committee to award more and larger scholarships.

The Committee would like to thank all the donors who contributed to the Town of Nantucket Scholarship Fund and made these scholarships possible. Donations to the fund may be made at any time through the Tax Collector's Office and the Committee would encourage all to participate.

The following scholarships were awarded with fiscal year 2014 funding:

DuVaughn Beckford	University of Massachusetts Amherst	\$2,000
Ariana Costakes	Columbia University School of Journalism	\$2,000
Kristie Flaherty	University of Massachusetts Boston	\$2,000
Shawn Hennessy	Regis College	\$2,000
Grace MacLellan	University College Dublin, Ireland	\$2,000
Anthony Ricketts	Mount Ida College	\$2,000
Therese Robishaw	Regis College	\$2,000
Jay Howard	International Yacht Restoration School	\$1,750
Amelia Ames	Barnard College	\$1,000
Kelsea Ames	Massachusetts College of Pharmacy and Health Sciences University	\$1,000
Brittany Beal	Leslie University	\$1,000
Alexisse Clinger	Salve Regina University	\$1,000
Kaitlyn Clinger	Salve Regina University	\$1,000
Ben Daniels	Suffolk University	\$1,000
Sean Davis	The College of the Holy Cross	\$1,000
Alexa Dragon	Seattle University College of Science and Engineering	\$1,000

Kate Freed	Westfield State University	\$1,000
Cara Garufi	University of Massachusetts Amherst	\$1,000
Brooke Larrabee	Mount Ida College	\$1,000
Kylie Maguire	Wheelock College	\$1,000
Kadeem McCarthy	Connecticut College	\$1,000
Drew Moore	Manhattanville College	\$1,000
Nikolay Nakov	University of Massachusetts Amherst	\$1,000
Benjamin Parker	Dartmouth College	\$1,000
Dylan Perry	Stonehill College	\$1,000
Aleksandra Popova	Wheaton College	\$1,000
Mariah Smith-Jones	Brandeis University	\$1,000
Emily Sylvia	University of Massachusetts Amherst	\$1,000
Charlotte Tallman	Sacred Heart University	\$1,000
Andrew Trott-Kielawa	University of Massachusetts Dartmouth	\$1,000
Jamison Viera	University of Nebraska	\$1,000
Cooper Voigt	Drexel University	\$1,000
Julia Wendelken	University of Massachusetts Amherst Stockbridge School of Agriculture	\$1,000
Camilla Woodley	Stonehill College	\$1,000
Nicholas Ciarmataro	Emmanuel College	\$750
Megan Cranston	Xavier University	\$750
Ronan Daly	New York University	\$750
William Ferreira	Endicott College	\$750
Katherine Holdgate	University of Massachusetts Amherst	\$750
Mackenzie Holdgate	University of Tampa	\$750
Derrick Marland	Benjamin Franklin Institute of Technology	\$750
Molly Pollock	Maine College of Art	\$750
Parker Richards	Dartmouth College	\$750
Eliza Steadman	Endicott College	\$750
Joelle Viera	University of New Hampshire	\$750
Brooke Larrabee (Thomas F. Curley Scholarship)	Mount Ida College	\$1,000

Respectfully submitted,

Jeanne Miller  
Chairman

## **SEWER PLANNING WORK GROUP**

The charge of the Sewer Planning Work Group (SPWG) is to examine, evaluate and advise as to funding options for future sewer-related capital projects; prepare for building consensus for an updated Comprehensive Wastewater Management Plan (CWMP), which will include long-term wastewater solutions, taking into consideration technology, environmental and economic concerns and financing; and advise as to public outreach and education for wastewater projects that will involve a financial cost to the taxpayers and/or ratepayers.

SPWG activities from July 1, 2013 through June 30, 2014 include:

- Met seven times during the year
- Adopted a Work Plan on September 16, 2013
- Reviewed the history of the CWMP and update work in process
- Asked the Board of Selectmen to authorize funding for in-person meetings with the consultant preparing the update to the CWMP, which was approved on February 19, 2014
- Met with Coastal Engineering Consultants to review on-site alternatives for wastewater treatment
- Reviewed data on unbilled sewer users and made recommendations to the Board of Selectmen on ways to rectify this problem
- Discussed data needed to understand impacts of past and future funding options for sewer-related capital projects. Tentative list of policies needed:
  - Calculation and application of the Privilege Fee for capital costs associated with Surfside and Sconset wastewater treatment plants
  - Cost recovery for betterments associated with expansion of the collection system to service new connections
  - Variances for both privilege and betterment fees and for Enterprise Fund changes
  - Communication with property owners on expansion and fees for expansion of wastewater treatment system
  - Septic system maintenance

Respectfully submitted,

Nancy Wheatley  
Chairman

## COMPENSATION REPORTS

The following amounts represent gross compensation for full and part-time employees of the Town and County for calendar year 2014. The figures include regular pay and gross income. Shift differentials, overtime, longevity, certification pay, educational benefits, retroactive pay, stipends and merit pay have been separated out. Third party detail has also been separated out and is paid by a third party.

<u>EMPLOYEE NAME</u>	<u>DEPT</u>	<u>REGULAR</u>	<u>SHIFT</u>	<u>CERTIFICATION</u>	<u>HOLIDAY</u>		<u>OTHER</u>	<u>3rd</u> <u>PARTY</u>	<u>TOTAL</u>	<u>NOTES</u>
		<u>WAGE</u>	<u>DIFFERENTIAL</u>	<u>EDUCATION</u>	<u>OVERTIME</u>	<u>WORKED</u>	<u>LONGEVITY</u>	<u>PAY*</u>	<u>DETAIL</u>	
CALAHAN, DAVID	AAB	600								600
MCLAUGHLIN, JOSEPH	AAB	600								600
MORAN, JUDITH	AAB	600								600
AGUIAR, MATTHEW	AIRPORT	66,582			2,950					69,532
ALLEN, GARRETT	AIRPORT	79,819			5,909		2,348			88,076
ANDERSEN, CHRISTIAN	AIRPORT	15,123			1,145					16,267
BUCKLEY, BLAINE	AIRPORT	87,586	106		11,928	2,674	2,615			104,908
BURKE, GEOVANNE	AIRPORT	6,020			252					6,272
CHRIST, ASHLEY	AIRPORT	36,803								36,803
CIARMATARO, NICHOLAS	AIRPORT	840								840
CLAGG, LAURA	AIRPORT	11,470				499				11,970
CONTI, MATTHEW	AIRPORT	5,313			1,133					6,446
CROOKS, DEBRA	AIRPORT	94,411			2,156		3,674	42		100,283
DAVIS, JOHN	AIRPORT	71,915	723		506	2,833	3,367			79,344
DEPASS, BRYAN	AIRPORT	5,930			882					6,812
DUGAN, JOHN	AIRPORT	57,020			2,583					59,603
EDE, MATTHEW	AIRPORT	9,161			2,352					11,513
FALCONER, ADDISON	AIRPORT	67,799	920		9,635	3,165				81,520
FOWLER, PETER	AIRPORT	73,133			3,109		2,175			78,417
GRANGRADE, JOHN	AIRPORT	94,436			11,388		4,552			110,376
HANNIFORD, SHANTEL	AIRPORT	1,128								1,128
HANSON, LARA	AIRPORT	89,946	49		9,568	2,032				101,595
HARIMON, PRESTON	AIRPORT	92,520	40		13,838	3,444	2,648			112,490
HEINTZ, LEISA	AIRPORT	77,616			4,124	2,704	3,028			87,473

		<u>REGULAR</u>	<u>SHIFT</u>	<u>CERTIFICATION</u>		<u>HOLIDAY</u>		<u>OTHER</u>	<u>3rd</u> <u>PARTY</u>	<u>TOTAL</u>	
<u>EMPLOYEE NAME</u>	<u>DEPT</u>	<u>WAGE</u>	<u>DIFFERENTIAL</u>	<u>EDUCATION</u>	<u>OVERTIME</u>	<u>WORKED</u>	<u>LONGEVITY</u>	<u>PAY*</u>	<u>DETAIL</u>	<u>GROSS</u>	<u>NOTES</u>
HENDRICKSON, RICHARD	AIRPORT	8,754			939					9,693	
HOLDGATE, ROBERT	AIRPORT	74,354			3,531		2,227			80,112	
JOHNSON, CLEMENT	AIRPORT	38,101			894	1,018		80		40,092	
KARBERG, NOAH	AIRPORT	73,838						27		73,865	
KING, BRUCE	AIRPORT	30,272								30,272	
LIBURD, LEONARD	AIRPORT	72,209			3,150	4,250	2,861			82,469	
MCKELLOP, SHANNRE	AIRPORT	10,928								10,928	
MILLER, JAMIE	AIRPORT	46,701			5,574			1,139		53,414	
MOONEY, TIMOTHY	AIRPORT	74,192	2,111		12,067	4,567	2,274			95,211	
MUHLER, TED	AIRPORT	73,292			392	2,985	2,888			79,557	
NELSON, SHANROY	AIRPORT	61,720	1,108		6,148	3,146	1,258			73,381	
O'NEIL, MICHAEL	AIRPORT	77,671			1,799		3,078			82,548	
PARTIDA, JORENE	AIRPORT	65,822			69		1,919	24		67,834	
PEREZ, WILMA	AIRPORT	46,858			1,588	2,063		52		50,562	
PHILLIPS, BENJAMIN	AIRPORT	5,778			368					6,145	
PIKE, BRANDAN	AIRPORT	10,792			147					10,939	
PINEDA, NOE	AIRPORT	70,518	585		1,547	1,965	2,134			76,749	
RAAB, DREW	AIRPORT	11,840								11,840	
RAFTER, THOMAS	AIRPORT	145,374								145,374	
RAY, LAWRENCE	AIRPORT	71,363			3,195		2,077		720	77,355	
RODRIQUEZ, KOCHÉ	AIRPORT	1,560			281					1,841	
SMITH, RASHEED	AIRPORT	12,495								12,495	
SPENCE, DURAND	AIRPORT	50,853	52		5,610	1,763				58,277	
SPENCE, NOLAN	AIRPORT	54,758	820		5,565	1,495		67		62,705	
SYLVIA, DAVID	AIRPORT	124,782					6,076	42		130,900	
TALLMAN, ROBERT	AIRPORT	105,315					3,128	38		108,481	
TORRES, JANINE	AIRPORT	114,783			839		3,413			119,036	
TRUE, LINDA	AIRPORT	44,546			506			17		45,070	
WELLINGTON, FREDERICK	AIRPORT	71,024	552		11,186	4,240	2,133			89,135	
WILLIAMS, MAE	AIRPORT	22,369			380					22,749	



		<u>REGULAR</u>	<u>SHIFT</u>	<u>CERTIFICATION</u>		<u>HOLIDAY</u>		<u>OTHER</u>	<u>3rd</u> <u>PARTY</u>	<u>TOTAL</u>	
<u>EMPLOYEE NAME</u>	<u>DEPT</u>	<u>WAGE</u>	<u>DIFFERENTIAL</u>	<u>EDUCATION</u>	<u>OVERTIME</u>	<u>WORKED</u>	<u>LONGEVITY</u>	<u>PAY*</u>	<u>DETAIL</u>	<u>GROSS</u>	<u>NOTES</u>
WRAY, NORRIS	AIRPORT	18,777			2,838					21,615	
ATHERTON, JOHN	BOS	5,000								5,000	
DECOSTA, ROBERT	BOS	3,500								3,500	
FEE, MATTHEW	BOS	3,500								3,500	
GLIDDEN, TOBIAS	BOS	3,500								3,500	
MILLER, BRUCE	BOS	3,500								3,500	
MCDONOUGH, BRENDA	COD	7,064								7,064	
RICHEN, NEVILLE	CPC	8,250								8,250	
STOKES-SCARLETT, GLENA	CPC	39,495								39,495	
ALLEN, DENESE	DPW	29,916			1,371					31,287	
APTHORP, KENNETH	DPW	56,699			13,024			126		69,849	
BATCHELDER, HARTLEY	DPW	70,949			28,606		2,174	639		102,368	
BERARD, PAUL	DPW	57,329			6,639			986		64,954	
BOUCHER, PAUL	DPW	72,244			8,264		2,891	77		83,476	
BRAGINTON-SMITH, JOHN	DPW	71,708			11,060		2,300	4,631		89,698	
BUZANOSKI, KARA	DPW	123,366						56		123,422	
CHATTI-FILHO, JOSE	DPW	52,368			12,086			3,948		68,402	
CLARKSON, PAUL	DPW	70,064			12,353		2,241	4,219		88,877	
CRANE, ANNE MARIE	DPW	22,691			434		1,095	47		24,266	
DOYLE, OSAGIE	DPW	41,716			4,366			2,330		48,412	
DRISCOLL, CAROL	DPW	19,825								19,825	
DUARTE, DOMINIC	DPW	71,620			5,657		3,584	91		80,952	
EGAN, MICHAEL	DPW	53,581			7,313			3,140		64,034	
GARY, WILLIAM	DPW	67,839			3,284		3,397	139		74,659	
GENAO, SILVIO	DPW	95,478						3,400		98,878	
HAMMOND, KENNETH	DPW	60,424			2,865		3,019			66,308	
HODGE, KAI	DPW	27,700			1,122					28,822	
KESTER, LARRY	DPW	89,568						357		89,925	
MARKS, TRISTRAM	DPW	55,370			5,219		2,221	187		62,997	
MASTERSON, TIMOTHY	DPW						1,033			1,033	

		<u>REGULAR</u>	<u>SHIFT</u>	<u>CERTIFICATION</u>		<u>HOLIDAY</u>		<u>OTHER</u>	<u>3rd</u> <u>PARTY</u>	<u>TOTAL</u>	
<u>EMPLOYEE NAME</u>	<u>DEPT</u>	<u>WAGE</u>	<u>DIFFERENTIAL</u>	<u>EDUCATION</u>	<u>OVERTIME</u>	<u>WORKED</u>	<u>LONGEVITY</u>	<u>PAY*</u>	<u>DETAIL</u>	<u>GROSS</u>	<u>NOTES</u>
MCCOLL, PETER	DPW	42,834			2,278			1,254		46,366	
MCCOLL-HOLDGATE, DIANE WB	DPW	84,027					3,631			87,658	
PERRY, RICHARD	DPW	52,731			6,120			2,448		61,299	
SYLVIA, RAY	DPW	60,774			2,866		2,430	154		66,224	
WILLIAMS, SCOTT	DPW	53,279			4,528			126		57,933	
SINATRA, LAUREN	DPW ENERGY	1,694								1,694	
COOTE, PERCIVAL	DPW SEAS	11,824			638					12,461	
DOYLE, ERWIN	DPW SEAS	21,811			2,918					24,728	
JONES, BROOKS	DPW SEAS	18,269			527					18,796	
LEWIS, LAMARCUS	DPW SEAS	14,488			852					15,340	
MCCOLL, CHRISTOPHER	DPW SEAS	8,640			1,716					10,356	
MCGRATH, MACK	DPW SEAS	6,912								6,912	
WOODARD, ETHAN	DPW SEAS	21,261			2,636					23,897	
WRIGHT, ANDRIC	DPW SEAS	17,176			4,688					21,864	
ALTREUTER, MARGARET	FINANCE	51,687			0		1,018			52,706	
ANGUELOV, MARTIN	FINANCE	86,079			742					86,821	
BROWN, ELIZABETH	FINANCE	92,638		520			2,834	2,353		98,345	
BUTLER, PAMELA	FINANCE	77,389					3,094			80,483	
DICKINSON, ROBERT	FINANCE	87,153					1,815			88,968	
DILUCA, MAUREEN	FINANCE	72,147		520		418	3,408			76,493	
DILWORTH, DEBORAH	FINANCE	101,887					4,585			106,472	
FLANAGAN, ELIZABETH	FINANCE	66,164		320			1,989			68,473	
GILES, PATRICIA	FINANCE	50,900					1,529			52,429	
LAFAVRE, KATHLEEN	FINANCE	62,007		280			1,899			64,186	
LAPIENE, ROBIN	FINANCE	59,596					1,166			60,762	
LEWIS, KRISTA	FINANCE	77,501		520	116		3,119			81,256	
MANNINO, MATTHEW	FINANCE	54,460								54,460	
MURPHY, PATRICIA MARY	FINANCE	70,082		520			2,828			73,430	
RICHEN, KATHLEEN	FINANCE	80,496					3,223	65		83,784	
TRIFERO, ELLEN	FINANCE	78,729		520			3,477			82,726	

		<u>REGULAR</u>	<u>SHIFT</u>	<u>CERTIFICATION</u>		<u>HOLIDAY</u>		<u>OTHER</u>	<u>3rd</u> <u>PARTY</u>	<u>TOTAL</u>	
<u>EMPLOYEE NAME</u>	<u>DEPT</u>	<u>WAGE</u>	<u>DIFFERENTIAL</u>	<u>EDUCATION</u>	<u>OVERTIME</u>	<u>WORKED</u>	<u>LONGEVITY</u>	<u>PAY*</u>	<u>DETAIL</u>	<u>GROSS</u>	<u>NOTES</u>
TURBITT, BRIAN	FINANCE	68,538					0			68,538	
WALLINGFORD, DIANA	FINANCE	37,030								37,030	
WATSON WEINER, DEBORAH	FINANCE	97,245					3,969	2,794		104,008	
ALLEN, JEFFREY	FIRE	66,271		6,200	9,594	4,381	2,347			88,793	
ALLEN, JOHN	FIRE	65,554		2,100	23,882	3,892	2,085			97,512	
AVIS, MATTHEW	FIRE	47,003	1,114		6,392	4,333		58	900	59,800	
BARBER, BEAU	FIRE	59,358	1,278	1,560	13,006	1,725			180	77,108	
BARBER, NATHAN	FIRE	71,678		3,640	14,126	1,868	1,402		540	93,254	
BATES, ROBERT	FIRE	91,470		6,204	42,492	2,216	5,049			147,431	
BEAMISH, CHRISTOPHER	FIRE	63,724	1,182		15,084	2,179	1,319		1,620	85,108	
CAVANAGH, PETER	FIRE	64,686	1,168	3,020	16,749	2,802	1,441		1,620	91,487	
DIXON, MATTHEW	FIRE	81,385		3,640	13,056	4,063	3,566		2,700	108,410	
ELDRIDGE, EARL	FIRE	65,786		3,640	10,037	7,552	3,808			90,824	
HANLON, FRANCIS	FIRE	79,087		5,200	13,997	6,500	3,549		2,160	110,493	
HOLDEN, THOMAS	FIRE	86,317		2,080	21,800	3,413	4,583			118,193	
HOLLAND, CHRISTOPHER	FIRE	21,511	462		7,161	480			1,980	31,594	
HULL, JEANETTE	FIRE	78,355		1,560			3,939	51		83,904	
KYMER, CHARLES	FIRE	69,625	694	6,200	15,631		2,342		2,340	96,832	
MAXWELL, EDWARD	FIRE	131,749		5,160			5,250	27,079		169,239	
MCDUGALL, MARK	FIRE	131,513								131,513	
MITCHELL, SEAN	FIRE	64,669	1,240	4,080	9,957	934	1,354		3,420	85,655	
MONACO, SHAWN	FIRE	46,300		1,560		6,030	2,028			55,918	
MURPHY, STEPHEN	FIRE	86,601		5,200	24,864	5,119	4,792			126,575	
PEKARCIK, DAVID	FIRE	62,892	1,236	2,080	6,963	1,868	1,359		1,260	77,659	
PERRY, SHANE	FIRE	60,928	1,166	2,520	24,610	593			5,141	94,958	
RAY, CHRISTIAN	FIRE	69,141		4,640	30,055	1,635	2,281		6,401	114,153	
RAY, COREY	FIRE	60,657	1,334	2,080	18,442	4,359	1,352		2,160	90,384	
SHANNON, ELIZABETH	FIRE	87,656		5,200	16,484	2,702	3,786			115,827	
TOWNSEND, JOSEPH	FIRE	48,524	910		7,082	2,937		58	2,340	61,851	
DAGESSE, KRISTINA	FIRE CALL	130								130	

<u>EMPLOYEE NAME</u>	<u>DEPT</u>	<u>REGULAR</u>	<u>SHIFT</u>	<u>CERTIFICATION</u>	<u>HOLIDAY</u>		<u>OTHER</u>	<u>3rd</u> <u>PARTY</u>	<u>TOTAL</u>	<u>NOTES</u>
		<u>WAGE</u>	<u>DIFFERENTIAL</u>	<u>EDUCATION</u>	<u>OVERTIME</u>	<u>WORKED</u>	<u>LONGEVITY</u>	<u>PAY*</u>	<u>DETAIL</u>	
ELDRIDGE, BRANDON	FIRE CALL	595								595
ELDRIDGE, GERALD	FIRE CALL	2,520								2,520
ELDRIDGE, JEREMY	FIRE CALL	880								880
ELDRIDGE, NELSON	FIRE CALL	8,225								8,225
GAUVIN, NORMAN	FIRE CALL	295								295
GOULD, CHRISTOPHER	FIRE CALL	820								820
GRAY, BRIAN	FIRE CALL	1,255								1,255
GRAY, DAVID	FIRE CALL	48								48
GULLICKSEN, KENNETH	FIRE CALL	490								490
HAYNES, DANIEL	FIRE CALL	170								170
MARCOUX, ARIEL	FIRE CALL	1,375								1,375
MOFFITT, CAROL	FIRE CALL	145								145
NICHOLAS, MAX	FIRE CALL	5,270								5,270
PATERSON, NEIL	FIRE CALL	475								475
PIGNATO, STEPHEN	FIRE CALL	19,834								19,834
RAMOS, KEVIN	FIRE CALL	5,125								5,125
REZENDES, ALEXANDER	FIRE CALL	85								85
ROGERS, JUSTIN	FIRE CALL	355								355
SEITZ, JORDAN	FIRE CALL	1,360							3,420	4,780
SMITH, JARED	FIRE CALL	790							360	1,150
TALLMAN, CHARLOTTE	FIRE CALL	325							540	865
TODD, VINCENT	FIRE CALL	5,355								5,355
VOLLANS, GEORGE	FIRE CALL	290								290
WEBB, RYAN	FIRE CALL	115							1,080	1,195
JOHNSON, AMANDA	HR	46,503			1,295					47,799
PERRIS, PATRICIA	HR	96,696								96,696
CARL, DEBORAH	HUM SER	14,333								14,333
CARRERA, VIRGINIA	HUM SER	76,905		1,040			1,573	163		79,680
HARDY, RALPH	HUM SER	6,619								6,619
MEDINA, ANN	HUM SER	68,114		1,040			2,076	61		71,291

		<u>REGULAR</u>	<u>SHIFT</u>	<u>CERTIFICATION</u>		<u>HOLIDAY</u>		<u>OTHER</u>	<u>3rd</u> <u>PARTY</u>	<u>TOTAL</u>	
<u>EMPLOYEE NAME</u>	<u>DEPT</u>	<u>WAGE</u>	<u>DIFFERENTIAL</u>	<u>EDUCATION</u>	<u>OVERTIME</u>	<u>WORKED</u>	<u>LONGEVITY</u>	<u>PAY*</u>	<u>DETAIL</u>	<u>GROSS</u>	<u>NOTES</u>
MERIAM, PAMELA	HUM SER	110,916					3,873			114,789	
STEWART, LAURA	HUM SER	67,746		520						68,266	
MCGLOIN, PATRICK	IT/GIS	89,202			1,670		1,876	5,469		98,216	
PORTER, NATHAN	IT/GIS	88,352					1,807	2,044		92,203	
RHODES, LINDA	IT/GIS	97,619					2,973	1,345		101,937	
SOWER, ENOCH	IT/GIS	65,411								65,411	
SPROUSE, MARGARET	IT/GIS	88,680			898		1,842	25,621		117,042	
APPLEGATE, GEORGE	LAND BANK	10,526			63					10,589	
BELL, JESSE	LAND BANK	91,856								91,856	
BOYNTON, EDWARD	LAND BANK	67,708			309					68,017	
CAMPESE, SUSAN	LAND BANK	77,713			993					78,706	
EARLEY, ROBERT	LAND BANK	83,251			231					83,482	
FREEMAN, RACHAEL	LAND BANK	10,046			135					10,181	
HALIK, PATER	LAND BANK	68,064			448					68,512	
PAONESSA, BRIAN	LAND BANK	10,542								10,542	
POLLOCK, JEFFREY	LAND BANK	97,805			188					97,992	
SAVETSKY, ERIC	LAND BANK	125,367								125,367	
STRANG, DORIS	LAND BANK	22,250								22,250	
WILSON, MARIAN	LAND BANK	7,175								7,175	
ANNESE, JEFFREY	LIFEGUARD	760								760	
BARTHOLOMAE, CHARLES	LIFEGUARD	12,692								12,692	
BARTLETT, KEEGAN	LIFEGUARD	7,200			81					7,281	
BECK, SERENA	LIFEGUARD	8,496			95					8,591	
BENTLEY, AUSTIN	LIFEGUARD	6,392			102					6,494	
BURRUS, PETER	LIFEGUARD	6,120			102					6,222	
CAREY, SHANE	LIFEGUARD	6,664			204					6,868	
CHERRY, MICHAEL	LIFEGUARD	1,920			96					2,016	
CILFONE, VINCENT	LIFEGUARD	12,816								12,816	
CLAFFEY, KAYLA	LIFEGUARD	7,040			192					7,232	
CULLEN, MARY	LIFEGUARD	7,680								7,680	

		<u>REGULAR</u>	<u>SHIFT</u>	<u>CERTIFICATION</u>		<u>HOLIDAY</u>		<u>OTHER</u>	<u>3rd</u> <u>PARTY</u>	<u>TOTAL</u>	
<u>EMPLOYEE NAME</u>	<u>DEPT</u>	<u>WAGE</u>	<u>DIFFERENTIAL</u>	<u>EDUCATION</u>	<u>OVERTIME</u>	<u>WORKED</u>	<u>LONGEVITY</u>	<u>PAY*</u>	<u>DETAIL</u>	<u>GROSS</u>	<u>NOTES</u>
DE BURCA, CIARAN	LIFEGUARD	7,040			360					7,400	
DONNELLY, GORDON	LIFEGUARD	5,304								5,304	
DRISCOLL, EDWARD	LIFEGUARD	7,056			95					7,151	
FINLAY, MATTHEW	LIFEGUARD	4,544			96					4,640	
FINLAY, PATRICK	LIFEGUARD	5,888								5,888	
FINLEY, ALICEN	LIFEGUARD	6,120								6,120	
FINLEY, SETH	LIFEGUARD	22,435								22,435	
FRANK , AUSTIN	LIFEGUARD	5,632								5,632	
GARUFI, CARA	LIFEGUARD	7,480			77					7,557	
HEGGIE, KATHERINE	LIFEGUARD	6,120			89					6,209	
HITCHCOCK, ALEXANDRA	LIFEGUARD	8,640								8,640	
IVAS, EMILY	LIFEGUARD	7,344								7,344	
JOYNER, MATTHEW	LIFEGUARD	7,353			114					7,467	
LA MAY, SCOTT	LIFEGUARD	7,040			192					7,232	
LAMBE, STEPHEN	LIFEGUARD	7,752			383					8,135	
LINTON, DAVID	LIFEGUARD	5,928								5,928	
MARSHALL, JOHN	LIFEGUARD	5,984			102					6,086	
MOISAN, CLAIRE	LIFEGUARD	6,704			96					6,800	
O'HARA, SEAN	LIFEGUARD	12,240								12,240	
OLSON, LEIGH	LIFEGUARD	5,760								5,760	
PERRY, COLLIN	LIFEGUARD	7,920			216					8,136	
PYNE, GRACE	LIFEGUARD	4,864								4,864	
SADDIQ, ALI	LIFEGUARD	6,656								6,656	
SINGLETON, ORLA	LIFEGUARD	7,552								7,552	
SMITH, SUSANNA	LIFEGUARD	5,760								5,760	
STONE, GRAYLAN	LIFEGUARD	17,470			351					17,821	
STUEBER, KATHERINE	LIFEGUARD	5,760								5,760	
THORESEN, PATRICK	LIFEGUARD	7,276			395					7,671	
VITTORINI, BRIANA	LIFEGUARD	6,873								6,873	
WILLIAMS, PEARL	LIFEGUARD	7,480			179					7,659	

		<u>REGULAR</u>	<u>SHIFT</u>	<u>CERTIFICATION</u>		<u>HOLIDAY</u>		<u>OTHER</u>	<u>3rd</u> <u>PARTY</u>	<u>TOTAL</u>	
<u>EMPLOYEE NAME</u>	<u>DEPT</u>	<u>WAGE</u>	<u>DIFFERENTIAL</u>	<u>EDUCATION</u>	<u>OVERTIME</u>	<u>WORKED</u>	<u>LONGEVITY</u>	<u>PAY*</u>	<u>DETAIL</u>	<u>GROSS</u>	<u>NOTES</u>
WILSON, ASHLEY	LIFEGUARD	5,120								5,120	
BLOUNT, DANIEL	MARINE	27,674				377				28,051	
LUCEY, SHEILA	MARINE	108,669				3,662	2,062	42,562		156,955	
DAVIS, SEAN	MARINE SEAS	8,632			13					8,645	
DUPONT, JACOB	MARINE SEAS	4,766								4,766	
FUSSARO, RILEY	MARINE SEAS	6,231								6,231	
GRAY, HUNTER	MARINE SEAS	5,460								5,460	
LAPPIN , KENNETH	MARINE SEAS	18,330			1,710					20,040	
LAPPIN, GARRETT	MARINE SEAS	19,635			1,170					20,805	
MCGRATH, JASON	MARINE SEAS	3,944								3,944	
PIERCE, CONNOR	MARINE SEAS	6,479								6,479	
PITTMAN, WILL	MARINE SEAS	3,767								3,767	
SULLIVAN, OWEN	MARINE SEAS	5,940								5,940	
VIERA, JAMISON	MARINE SEAS	9,975			114					10,089	
ALGER, SARAH	MODERATOR	175								175	
CABRAL, LEAH	NRD	60,909								60,909	
CARLSON, JEFFREY	NRD	93,612				755	1,976	14,223		110,567	
CUPPONE, JOANNE	NRD	9,471								9,471	
JOHNSEN, JONATHAN	NRD	71,435			1,457	1,618		2,638		77,148	
RILEY, TARA	NRD	76,106			250		1,547	723		78,626	
BERRY, DAVID	NRD SEAS	7,755								7,755	
COUGHLAN, KELLEY	NRD SEAS	7,961								7,961	
ENGBRETSON, OLIVER	NRD SEAS	4,503								4,503	
LAFFERTY , SEAN	NRD SEAS	4,200								4,200	
RIVARD, STAR	NRD SEAS	1,320								1,320	
WALKER , LINDSAY	NRD SEAS	4,154								4,154	
ARAUJO, SANDRA BEIRUTE	OIH	50,859	495		478		2,508	762		55,102	
ATTAPREYANGKUL, TUKI	OIH	59,043	1,511		2,468		1,692	848		65,561	
BALESTER, SUSAN	OIH	77,428		520	1,413	115	1,541	105		81,121	
BAPTISTE, WILLARD	OIH	52,449	629		2,754		2,533	767		59,132	

<u>EMPLOYEE NAME</u>	<u>DEPT</u>	<u>REGULAR</u>	<u>SHIFT</u>	<u>CERTIFICATION</u>	<u>HOLIDAY</u>		<u>OTHER</u>	<u>3rd</u> <u>PARTY</u>	<u>TOTAL</u>	<u>NOTES</u>
		<u>WAGE</u>	<u>DIFFERENTIAL</u>	<u>EDUCATION</u>	<u>OVERTIME</u>	<u>WORKED</u>	<u>LONGEVITY</u>	<u>PAY*</u>	<u>DETAIL</u>	
BARRETT, SHEILA	OIH	43,791	91		207		2,056	657		46,802
BECHTOLD, DEBRA	OIH	33,106								33,106
BLOISE-SMITH, BRIDGETT	OIH	54,999	3,321		3,587	2,660	1,035	409		66,011
BOSWELL, BERNARD	OIH	15,915			107					16,022
BRERETON, VIRGINIA	OIH	52,351	1,249		2,182		2,009	746		58,537
BRISCOE-CIVIL, ALICIA	OIH	45,673	3,064		6,733	2,364		585		58,420
CHRETIEN, RACHEL	OIH	94,677		434			2,778	605		98,494
CLARKE, BARBARA	OIH	22,545	14		211	1,916	1,426	589		26,702
COLEMAN, OLA LEWIS	OIH	59,823	1,167		5,558		2,869	856		70,273
CORREIA, KAREN	OIH	60,676	361		770		2,875	874		65,555
CRANE, CHRISTINA	OIH	30,688	979		113	259		447		32,486
DARGIE, PATRICIA	OIH	95,782	51		4,269		4,243			104,345
DAWKINS, JULIET	OIH	28,743	1,717		488					30,949
DENIZARD, DYNE	OIH	10,154								10,154
DOWNING, NICOLE	OIH	21,778	973		1,104	715				24,570
ELLIS, GAIL	OIH	122,768	40				4,875	382		128,064
ELLIS, MARVETTE	OIH	50,789	1,381		13,656	2,790	1,000	750		70,366
FLAHERTY, KERRI	OIH	52,909	896		3,174	2,496	1,010	751		61,237
FRANCIS, HEATHER	OIH	57,799	344		745					58,887
GRIMES, LILIAN	OIH	33,244	1,748		273	2,555	733	539		39,092
HARRISON, JACQUELINE	OIH	56,963	1,064		14,475	2,993	1,750	885		78,130
HARRISON, MICHELLE	OIH	14,058	982		335	261		704		16,341
HAYE, LISA	OIH	36,711			1,674			135		38,520
HAYE, NADENE	OIH	72,044	689		6,848		2,051	1,032		82,665
HOLMES, JENISE	OIH	25,299	1,156		4,592	277	999	744		33,067
JONES, SARA	OIH	18,824	424		829		1,475			21,552
KEATING, MERIS	OIH	66,233								66,233
KIEFFER, ERIKA	OIH	61,298	398		81		3,258	1,474		66,509
KING, DONNA	OIH	48,440	2,276		5,587		1,029	762		58,094
KING, EDWARD	OIH	71,996								71,996



<u>EMPLOYEE NAME</u>	<u>DEPT</u>	<u>REGULAR</u>	<u>SHIFT</u>	<u>CERTIFICATION</u>	<u>HOLIDAY</u>		<u>OTHER</u>	<u>3rd</u> <u>PARTY</u>	<u>TOTAL</u>	<u>NOTES</u>
		<u>WAGE</u>	<u>DIFFERENTIAL</u>	<u>EDUCATION</u>	<u>OVERTIME</u>	<u>WORKED</u>	<u>LONGEVITY</u>	<u>PAY*</u>	<u>DETAIL</u>	
KINNEY, COLLEEN	OIH	59,663	572		1,729		1,064	788		63,815
KOYL, NANCY	OIH	75,179	4,141		30,623		1,450	1,075		112,468
KYOMITMAITEE, MANEEWAN	OIH	40,621	1,659		2,267		805	585		45,937
LAMONT, CHRISTINE	OIH	10,815								10,815
LEMUS, MARIA	OIH	48,942	2,306		5,974					57,222
LINDLEY, ANN	OIH	95,544	26		4,016		3,999			103,585
LINDO, SHAUNETTE	OIH	52,053	1,153		11,388	2,794	1,067	809		69,263
LOWE, AVRIL	OIH	22,933			235	698				23,866
LYTTLE-LIBURD, SOPHIA	OIH	58,584	1,336		20,318	2,777	1,701	856		85,573
MACVICAR-FISKE, LAURIE	OIH	58,013					1,144			59,157
MALAVESE, MICHELLE	OIH	58,230	2,466		449	651				61,797
MASON-WILSON, JESSICA	OIH	56,366	804		8,418	2,777	1,718	864		70,948
MATSON, CAROL	OIH	72,603	323		5,574		3,455	1,032		82,987
MAXWELL, KATHLEEN	OIH	50,071								50,071
MCCARTHY RICKETTS, DENISE	OIH	56,533	3,486		10,100	2,566	1,799	873		75,358
NICKERSON, SYBIL	OIH	50,858					1,507			52,365
NIRAULA, LAXMI	OIH	2,598								2,598
O'CONNOR, JOHN	OIH	35,475								35,475
OTTS, DIANE	OIH	27,824	25		165		2,336	884		31,234
OUTAR, TAMEIKA	OIH	50,669	2,050		12,171	2,530	1,056	786		69,262
PARKINSON, AVIA	OIH	57,684	3,151		5,380	2,140	1,490	699		70,544
PASK, JENNIFER	OIH	42,215	269		737		768	1,449		45,438
PATTON, MARY	OIH	49,379	1,714		8,523		2,280	659		62,554
PAUDEL, YASHUDA	OIH	25,975	1,548		372	858		489		29,243
PHILLIPS, FERNELLA	OIH	45,335	237		841		1,338	677		48,427
REED, STORMY	OIH	52,236	1,796		2,386		1,533	772		58,723
REID, EVADNE	OIH	6,189			14	228				6,432
ROBINSON, HOPIE	OIH	55,007	919		8,192	2,458	1,650	839		69,064
RODRIGUEZ, LYNDY	OIH	44,892	4,214		14,460			619		64,186
ROSS, DANIEL	OIH	26,240	1,117		689					28,045

<u>EMPLOYEE NAME</u>	<u>DEPT</u>	<u>REGULAR</u>	<u>SHIFT</u>	<u>CERTIFICATION</u>	<u>HOLIDAY</u>		<u>OTHER</u>	<u>3rd</u> <u>PARTY</u>	<u>TOTAL</u>	<u>NOTES</u>
		<u>WAGE</u>	<u>DIFFERENTIAL</u>	<u>EDUCATION</u>	<u>OVERTIME</u>	<u>WORKED</u>	<u>LONGEVITY</u>	<u>PAY*</u>	<u>DETAIL</u>	
ROWE THOMAS, KAREN	OIH	50,877	1,168		10,624	2,488	1,012	754		66,923
RYDER, ELLEN	OIH	54,839	2,905		1,606	2,664	2,292	844		65,151
SANDERS, GLORIA	OIH	58,702	1,026		11,331		2,740	843		74,642
SANDOVAL, ANA ISABEL	OIH	32,203	1,410		147	723		505		34,988
SOUZA, SHERRY	OIH	45,568	673		787		2,061	630		49,719
STETSON, CINDY	OIH	39,213	43		94		3,013	769		43,132
THAIRAT, MATUROD	OIH	52,422	1,660		1,550		1,538	768		57,937
THAIRATANA, PANUWATARA	OIH	49,329	596		233		1,451	723		52,331
TONEY, LISA	OIH	95,052	1,116		16,912		2,842			115,922
WALLACE, HENRICK	OIH	57,556	3,410		8,650	2,571	1,834	896		74,917
WALLACE, SEVILLE	OIH	41,754	2,995		2,484			586		47,820
WILLIAMS, ANDREA	OIH	4,123			14					4,137
WORSWICK, PRISCILLA	OIH	78,030	401		365		2,144			80,939
ANCERO, CATHERINE	PLUS	65,244			588		2,685			68,516
ANTONIETTI, ELEANOR	PLUS	65,977								65,977
BARRETT, ANNE	PLUS	70,874					2,136	307		73,317
BEDELL, KATIE	PLUS	47,585								47,585
BENNETT, DOUGLAS	PLUS	34,091								34,091
BRADFORD, KAREN	PLUS	51,116		520						51,636
BURNS, THOMAS	PLUS	100,104		520	165		3,012	3,900		107,700
BUTLER, STEPHEN	PLUS	116,066		520	1,467		4,269	7,698		130,021
CARROLL, BRANDON	PLUS	27,334			798					28,132
CIARMATARO, WILLIAM	PLUS	80,809					2,913			83,722
CROWLEY, ARTELL	PLUS	91,516		1,560	163		4,158	10,815		108,212
GRIEDER, JAMES	PLUS	44,268					1,781			46,049
HULL, KAREN	PLUS	70,917					2,834			73,751
LARRABEE, WILLIAM	PLUS	45,272			778		1,733			47,783
NOLL, ALAN	PLUS	94,088		1,560	831			1,525		98,004
RAMOS, EDMUND	PLUS	10,135								10,135
RAY, RICHARD	PLUS	125,110		1,560	860		4,979	2,469		134,977

		<u>REGULAR</u>	<u>SHIFT</u>	<u>CERTIFICATION</u>		<u>HOLIDAY</u>		<u>OTHER</u>	<u>3rd</u> <u>PARTY</u>	<u>TOTAL</u>	
<u>EMPLOYEE NAME</u>	<u>DEPT</u>	<u>WAGE</u>	<u>DIFFERENTIAL</u>	<u>EDUCATION</u>	<u>OVERTIME</u>	<u>WORKED</u>	<u>LONGEVITY</u>	<u>PAY*</u>	<u>DETAIL</u>	<u>GROSS</u>	<u>NOTES</u>
SILVERSTEIN, MARCUS	PLUS	88,619					3,552	236		92,408	
SNELL, LESLIE	PLUS	111,386					3,302			114,689	
STRANG, DORIS	PLUS	15,013								15,013	
SWAIN, JOSEPH	PLUS	2,760								2,760	
VOIGT, MARK	PLUS	97,455		520	55		3,344	18,644		120,017	
VOLLANS, LYNELL	PLUS	59,186		520	115			2,074		61,895	
VORCE, ANDREW	PLUS	126,096					0			126,096	
BELANGER, PAUL	PLUS SEAS	7,890								7,890	
DIBENEDETTO, MARK	PLUS SEAS	960								960	
NICHOLSON, JEFFREY	PLUS SEAS	6,995								6,995	
ROSS, HENRY	PLUS SEAS	11,984								11,984	
ADAMS, JERRY	POLICE	125,934		12,103		6,871	4,928			149,836	
CARNEVALE, CHRISTOPHER	POLICE	76,656		3,893	8,216	1,032	2,787	374		92,957	
CHRETIEN, JARED	POLICE	92,430	5,983	9,022	12,343	760	2,613	584	5,244	128,980	
CLINGER, SHEILA	POLICE	74,751		1,560	100		2,958			79,368	
CLINGER, THOMAS	POLICE	96,482	798		8,487	2,482	4,573			112,821	
COAKLEY, BRENDAN	POLICE	94,464	4,115		15,954	1,688	2,613	172	4,073	123,079	
COOK, MICHAEL	POLICE	70,602	2,090	1,600	8,338	1,103		155	17,097	100,985	
DAVIS, MARIA	POLICE	56,685								56,685	
FRONZUTO, DAVID	POLICE	111,468				962	5,353	4,248		122,030	
FURTADO, DANIEL	POLICE	98,496	6,394	9,022	11,016	760	2,613	725	1,695	130,721	
GALE, SUZANNE	POLICE	73,751	127	400	1,114	1,013	3,484	9	13,932	93,830	
GIBSON, CHARLES	POLICE	133,682		35,760		7,683	8,632		540	186,296	
HOLLIS JR, ROBERT	POLICE	72,712	338	400	3,473	772	1,327	13	17,141	96,175	
HUBBARD, JOHN	POLICE	32,762	551	1,600	2,148	368			10,395	47,823	
KELLY, CHRISTOPHER	POLICE	54,214	2,328		3,100	599		45	16,353	76,639	
MACK, DANIEL	POLICE	98,817	4,280	9,453	7,944	2,115	7,987	424	2,286	133,305	
MACK, JEROME	POLICE	74,854		7,470	1,454	588	2,857	90	6,089	93,403	
MACVICAR, ANGUS	POLICE	127,643		6,497	1,199	3,317	6,160			144,817	
MANSFIELD, KEITH	POLICE	82,724	934	7,470	7,722	415	2,857		12,549	114,672	

		<u>REGULAR</u>	<u>SHIFT</u>	<u>CERTIFICATION</u>		<u>HOLIDAY</u>		<u>OTHER</u>	<u>3rd</u> <u>PARTY</u>	<u>TOTAL</u>	
<u>EMPLOYEE NAME</u>	<u>DEPT</u>	<u>WAGE</u>	<u>DIFFERENTIAL</u>	<u>EDUCATION</u>	<u>OVERTIME</u>	<u>WORKED</u>	<u>LONGEVITY</u>	<u>PAY*</u>	<u>DETAIL</u>	<u>GROSS</u>	<u>NOTES</u>
MARSHALL, KEVIN	POLICE	95,577	6,885	4,605	11,396	1,097	2,613	311	4,770	127,254	
MASON, JACQUELYN	POLICE	63,513	1,976	1,600	1,729	721		12	24,204	93,756	
MASTRIANO, MICHAEL	POLICE	10,640								10,640	
MAULDIN, JANINE	POLICE	73,297	941	6,969	3,449	900	1,327		21,111	107,994	
MORNEAU, BRETT	POLICE	72,742	603	6,975	8,007	965	1,327	503	12,126	103,248	
MUHR, JOHN	POLICE	79,398	4,818	400	10,968	355	3,659	85	14,858	114,540	
NAGLE, KEVIN	POLICE	55,306	524		1,142	1,049		45	11,545	69,611	
PITTMAN, WILLIAM	POLICE	146,927		20,123		10,199				177,249	
RAY, TRAVIS	POLICE	97,689	6,331	8,811	5,017	1,773	2,613	369	9,365	131,967	
ROCKETT, JOHN	POLICE	87,991	5,577	5,280	11,510	1,109	1,659	473	16,243	129,842	
SHAW, JOSHUA	POLICE	18,435			281	150		25		18,891	
SMITH, JOHN	POLICE	9,926								9,926	
SULLIVAN, WILLIAM	POLICE	34,715	1,544	6,969	2,701	386			9,563	55,877	
THOMPSON, CASSANDRA	POLICE	59,668	286	1,680	3,210	1,210		8	15,441	81,502	
TORNOVISH, STEVEN	POLICE	95,582	6,219	400	7,989	1,001	3,806	37	2,004	117,038	
TOVET, CATHERINE	POLICE	71,411		520	1,245		2,157			75,332	
WELCH, DANIEL	POLICE	64,079	486	1,600	4,038	1,539		14	19,058	90,814	
WHITING, BRANDON	POLICE	61,288	648	1,600	6,635	1,325		39	23,349	94,885	
WITHERELL, DEREK	POLICE	62,596	1,481		2,281	717		3	22,514	89,592	
BURNS, MELINDA	POLICE	76,743					2,464	988		80,195	
ALEO, JOSEPH	POLICE CSO	20,448			1,310				13,470	35,228	
ANDERSON, MATTHEW	POLICE CSO	8,576			336				2,559	11,471	
BURKE, ANDREW	POLICE CSO	6,400			384				2,190	8,974	
CARROLL, JAMES	POLICE CSO	1,152			192					1,344	
COBB, MATTHEW	POLICE CSO	8,960			336				1,992	11,288	
COWAN, DERICK	POLICE CSO	6,400			336				3,354	10,090	
COYNE, ZACHARY	POLICE CSO	18,864			540				2,004	21,408	
DUNBAR, CASSANDRA	POLICE CSO	8,256			396				2,804	11,456	
DUNCAN, KING	POLICE CSO	17,400			714				9,492	27,606	
FLYNN, JOSEPH	POLICE CSO	19,152			516				2,847	22,515	

		<u>REGULAR</u>	<u>SHIFT</u>	<u>CERTIFICATION</u>		<u>HOLIDAY</u>		<u>OTHER</u>	<u>3rd</u> <u>PARTY</u>	<u>TOTAL</u>	
<u>EMPLOYEE NAME</u>	<u>DEPT</u>	<u>WAGE</u>	<u>DIFFERENTIAL</u>	<u>EDUCATION</u>	<u>OVERTIME</u>	<u>WORKED</u>	<u>LONGEVITY</u>	<u>PAY*</u>	<u>DETAIL</u>	<u>GROSS</u>	<u>NOTES</u>
FREEDMAN, JONATHAN	POLICE CSO	6,714			192				2,568	9,474	
FRUWIRTH, KEVIN	POLICE CSO	5,696			348				906	6,950	
GARNETT, NICHOLAS	POLICE CSO	6,680			528				2,847	10,055	
GERJETS, GREGORY	POLICE CSO	6,800			803				1,632	9,235	
GIRARD, DANIEL	POLICE CSO	20,520			2,572				10,296	33,388	
GOMES, CAIO	POLICE CSO	9,548			228				1,901	11,677	
HAGERTY, JOHN	POLICE CSO	25,536			827				16,348	42,710	
HARRINGTON, RICHARD	POLICE CSO	21,195			784				12,785	34,764	
HENDERSON, EDWARD	POLICE CSO	7,800			1,243				1,986	11,029	
HUTSON, GREGORY	POLICE CSO	8,512			444				3,678	12,634	
IFTICA, HELENA	POLICE CSO	8,640			810				1,266	10,716	
JULIA, MARTIN	POLICE CSO	6,752			816				1,809	9,377	
KARALIS, TY	POLICE CSO	3,712			492				186	4,390	
KATON, JESSICA	POLICE CSO	7,040			780				2,172	9,992	
KNOX, MICHAEL	POLICE CSO	9,344			192				2,907	12,443	
MCDONALD, JONATHAN	POLICE CSO	7,936			360				2,010	10,306	
O'CONNOR, PATRICK	POLICE CSO	35,825			1,993				23,069	60,887	
PARMEGGIANI, MARISSA	POLICE CSO	8,766			1,202				4,485	14,453	
PERRY, DANIEL	POLICE CSO	26,019			1,706				20,067	47,792	
RUGMAN, BRANDON	POLICE CSO	6,560			492				1,446	8,498	
SCHWENK, AMANDA	POLICE CSO	20,778			1,131				5,622	27,531	
SEZER, DENESE	POLICE CSO	8,448			192				1,806	10,446	
SMITH, ETHAN	POLICE CSO	8,320			192				1,656	10,168	
SOCCORSO, LUKE	POLICE CSO	8,416			192				2,370	10,978	
ST MARC, MATTHEW	POLICE CSO	6,528			408				2,915	9,851	
TIRONE, JOSEPH	POLICE CSO	35,401			2,790				28,292	66,483	
VALERO, ANTHONY	POLICE CSO	18,240			564				8,490	27,294	
WATKINS, DAVID	POLICE CSO	19,088			384				1,650	21,122	
COMATIS, GWEN	POLICE DIS	35,782	7,243		97	726		646		44,495	
EGER-ANDERSEN, THERESA	POLICE DIS	57,388	5,371		316	1,254		167		64,496	

		<u>REGULAR</u>	<u>SHIFT</u>	<u>CERTIFICATION</u>		<u>HOLIDAY</u>		<u>OTHER</u>	<u>3rd</u> <u>PARTY</u>	<u>TOTAL</u>	
<u>EMPLOYEE NAME</u>	<u>DEPT</u>	<u>WAGE</u>	<u>DIFFERENTIAL</u>	<u>EDUCATION</u>	<u>OVERTIME</u>	<u>WORKED</u>	<u>LONGEVITY</u>	<u>PAY*</u>	<u>DETAIL</u>	<u>GROSS</u>	<u>NOTES</u>
HAINEY, PATRICIA	POLICE DIS	55,715	12,831		1,445	1,209		465		71,665	
HULL, AARON	POLICE DIS	58,414	4,108		983	1,509		294		65,307	
JACKSON, BRYAN	POLICE DIS	17,790			794				7,571	26,155	
KEVER, ERA	POLICE DIS	18,338	1,664		179	403		26		20,611	
MOREIRA, JOAO	POLICE DIS	53,595	4,276		4,109	705		181		62,867	
NORRIS, JESSICA	POLICE DIS	60,873	2,782		2,160	862		446		67,122	
SMITH, MEGAN	POLICE DIS	59,230	5,444		1,926	1,622		1,001		69,223	
SULLIVAN, MATTHEW	POLICE DIS	54,772	6,394		1,228	403		344		63,141	
ERICHSEN, JENNIFER	POLICE IT	100,248			257		3,588	4,304		108,397	
CASSANO, KIMBERLY	ROD	86,099					2,543			88,641	
FERREIRA, JENNIFER	ROD	94,300								94,300	
FURTADO, AMANDA	ROD	22,747								22,747	
GAGE, JESSICA	ROD	18,006					890			18,895	
ADAMS, KATHY	SCHOOL	78,252								78,252	
AGUIAR, CATHERINE	SCHOOL	37,745								37,745	
AGUIAR, DAVID	SCHOOL	5,123								5,123	
AGUIAR, JOSEPH	SCHOOL	2,550						20		2,570	
ALBERTSON, KIMBERLY	SCHOOL	97,252						1,668		98,920	STIPEND
ALLEN, DOREEN	SCHOOL	3,660								3,660	
ALLEN, JEAN	SCHOOL	360								360	
ALLEN, RYAN	SCHOOL	3,119			19					3,138	
ALMODOBAR, DARIAN	SCHOOL	93,297								93,297	
ALOISI, LYNNE	SCHOOL	91,217								91,217	
ALOISI, SAMUEL	SCHOOL	6,392								6,392	
ANDRADE, CLAIRE	SCHOOL	3,534								3,534	
ARENT, DREW	SCHOOL	2,261								2,261	
AUSTIN, URSULA	SCHOOL	5,820								5,820	
AVERY, DEANNA SLAYTON	SCHOOL	97,252						1,668		98,920	STIPEND
BARNES-HARRINGTON, MAEVE	SCHOOL	37,507								37,507	
BARONE, JONATHAN	SCHOOL	39,063								39,063	

		<u>REGULAR</u>	<u>SHIFT</u>	<u>CERTIFICATION</u>		<u>HOLIDAY</u>		<u>OTHER</u>	<u>3rd</u> <u>PARTY</u>	<u>TOTAL</u>	
<u>EMPLOYEE NAME</u>	<u>DEPT</u>	<u>WAGE</u>	<u>DIFFERENTIAL</u>	<u>EDUCATION</u>	<u>OVERTIME</u>	<u>WORKED</u>	<u>LONGEVITY</u>	<u>PAY*</u>	<u>DETAIL</u>	<u>GROSS</u>	<u>NOTES</u>
BARRETT BAYARD, LINDA	SCHOOL	5,160								5,160	
BARRETT, CHESTER	SCHOOL	29,722								29,722	
BARTLETT, SEANDA	SCHOOL	35,517						5,155		40,672	STIPEND
BASKETT, FRANCES	SCHOOL	100,658								100,658	
BATCHELDER, BRYN	SCHOOL	928								928	
BAULD, ANDREW	SCHOOL	7,916								7,916	
BAYER, KAROLE-ANN	SCHOOL	10,583						347		10,930	
BAZILIO, PHILIP	SCHOOL	5,194								5,194	
BELANGER, SUZANNE	SCHOOL	31,818								31,818	
BELL, FOREST	SCHOOL	2,640								2,640	
BENSON, KATHLEEN	SCHOOL	86,861						830		87,691	STIPEND
BERRUET, JOYCE	SCHOOL	1,680								1,680	
BILLINGS, ALYSSA	SCHOOL	93,673						2,340		96,013	STIPEND
BLASI, KATHERINE	SCHOOL	36,880								36,880	
BOMEISLER, MELISSA	SCHOOL	114								114	
BOPP, PETER	SCHOOL	531								531	
BOYCHEV, DIMO	SCHOOL	73,580								73,580	
BOYCHEVA, VERONIKA	SCHOOL	70,681								70,681	
BRANNIGAN, JANET	SCHOOL	97,252						1,668		98,920	STIPEND
BRANNIGAN, MICHELLE	SCHOOL	90,024								90,024	
BRANNIGAN, RICHARD	SCHOOL	7,131								7,131	
BROOKS, SARA	SCHOOL	90								90	
BROWNE, MAEBH	SCHOOL	1,469								1,469	
BRUNDAGE, RACHEL	SCHOOL	2,728								2,728	
BUCCINO, ROBERT	SCHOOL	55,298						1,880		57,178	STIPEND
BUCKEY, JOHN	SCHOOL	142,369								142,369	
BUSE, LEE ANN	SCHOOL	9,109								9,109	
BYRNE, LAURA	SCHOOL	35,393								35,393	
CAIRES, SHANNON	SCHOOL	27,189								27,189	
CALABRESE, STEVEN	SCHOOL	2,710								2,710	

		REGULAR	SHIFT	CERTIFICATION		HOLIDAY		OTHER	3rd PARTY	TOTAL	
EMPLOYEE NAME	DEPT	WAGE	DIFFERENTIAL	EDUCATION	OVERTIME	WORKED	LONGEVITY	PAY*	DETAIL	GROSS	NOTES
CALDERON, MARELYN	SCHOOL	13,922								13,922	
CALNAN, KIMBERLY	SCHOOL	6,392								6,392	
CAMPBELL, BROOKE	SCHOOL	561								561	
CAMPBELL, ELYSE	SCHOOL	27,913								27,913	
CAMPBELL, ERIN	SCHOOL	887								887	
CANNING, NANCY	SCHOOL	200								200	
CARLSON, KARA	SCHOOL	100,782								100,782	
CARO, CELSO CHAVEZ	SCHOOL	48,622			2,597			1,022		52,241	STIPEND
CARON, DENNIS	SCHOOL	47,660								47,660	
CASPE, JEANNE	SCHOOL	2,760								2,760	
CATON, CAROL	SCHOOL	38,119								38,119	
CHIRINOS, MARIA	SCHOOL	2,805								2,805	
CHITESTER, SHERRY	SCHOOL	33,069								33,069	
CLARK, ALEX	SCHOOL	488								488	
CLARK, JEANNE	SCHOOL	93,681								93,681	
CLARKSON, EMILY	SCHOOL	41,924								41,924	
CLUNIE, CHARLES	SCHOOL	65,675								65,675	
COBURN, LAURA	SCHOOL	98,783								98,783	
COFFIN, CHERYL	SCHOOL	35,984								35,984	
COFFIN, DAUNA	SCHOOL	95,517								95,517	
COHEN, PETER	SCHOOL	127,500								127,500	
COHEN, RACHEL	SCHOOL	514								514	
COLBY, JANET	SCHOOL	66,760								66,760	
COLLEY, CHARLES	SCHOOL	65,298								65,298	
COLLUM, JAIMIE	SCHOOL	17,343								17,343	
CONDON-MORLEY, BARBARA	SCHOOL	60,052								60,052	
CONNON, BARBARA	SCHOOL	6,945								6,945	
CONNON, ROBERT	SCHOOL	6,255								6,255	
CONNORS, MARY BETH	SCHOOL	98,783								98,783	
CONSILVIO, HOPE	SCHOOL	57,271								57,271	



		<u>REGULAR</u>	<u>SHIFT</u>	<u>CERTIFICATION</u>		<u>HOLIDAY</u>		<u>OTHER</u>	<u>3rd</u> <u>PARTY</u>	<u>TOTAL</u>	
<u>EMPLOYEE NAME</u>	<u>DEPT</u>	<u>WAGE</u>	<u>DIFFERENTIAL</u>	<u>EDUCATION</u>	<u>OVERTIME</u>	<u>WORKED</u>	<u>LONGEVITY</u>	<u>PAY*</u>	<u>DETAIL</u>	<u>GROSS</u>	<u>NOTES</u>
CORBETT, KELLY	SCHOOL	33,240								33,240	
CORREIA, MATTHEW	SCHOOL	1,912								1,912	
COSTAKES, ADRIENNE	SCHOOL	675								675	
COTHRAN, CHRIS	SCHOOL	20,838								20,838	
COWLES, JEFFREY	SCHOOL	26,320			96					26,416	
COZORT, WILLIAM	SCHOOL	186,409								186,409	
CRANE, CHARLOTTE	SCHOOL	52,364								52,364	
CRITCHLEY, JEAN	SCHOOL	95,298								95,298	
CRONIN, PAULINE	SCHOOL	28,621								28,621	
CROWLEY, ALICE	SCHOOL	95,814						3,598		99,412	STIPEND
DAILY, SUNNY	SCHOOL	300								300	
DALZELL, ANN	SCHOOL	100,548						1,668		102,216	STIPEND
DALZELL, JAMES	SCHOOL	540								540	
DALZELL, SARAH	SCHOOL	22,042								22,042	
DANIELS, MAXINE	SCHOOL	756								756	
D'APRIX, AMANDA	SCHOOL	3,591								3,591	
D'APRIX, JANELLE	SCHOOL	56,696								56,696	
DAUME, ELIZABETH	SCHOOL	91,971								91,971	
DAVIDSON, ELIZABETH	SCHOOL	88,486						3,336		91,822	STIPEND
DAVIDSON, MARGARET	SCHOOL	90,007								90,007	
DAVIDSON-CHRISTIE, NANCY	SCHOOL	88,565								88,565	
DAVIES, SOPHIE	SCHOOL	934								934	
DAVIS, CHARLES	SCHOOL	93,673						1,668		95,341	STIPEND
DAVIS, DEBORAH	SCHOOL	91,971								91,971	
DAY, MICHAEL	SCHOOL	5,407								5,407	
DAY, ROBERT	SCHOOL	12,031								12,031	
DEHEART, KATHY	SCHOOL	36,761								36,761	
D'ELIA, RICHELLE	SCHOOL	93,357								93,357	
DERAS, FRANCISCO	SCHOOL	65,127			2,030					67,157	
DIAMOND, ALLISON	SCHOOL	1,710								1,710	

		<u>REGULAR</u>	<u>SHIFT</u>	<u>CERTIFICATION</u>		<u>HOLIDAY</u>		<u>OTHER</u>	<u>3rd</u> <u>PARTY</u>	<u>TOTAL</u>	
<u>EMPLOYEE NAME</u>	<u>DEPT</u>	<u>WAGE</u>	<u>DIFFERENTIAL</u>	<u>EDUCATION</u>	<u>OVERTIME</u>	<u>WORKED</u>	<u>LONGEVITY</u>	<u>PAY*</u>	<u>DETAIL</u>	<u>GROSS</u>	<u>NOTES</u>
DOUGLAS, JESSICA	SCHOOL	1,275								1,275	
DRAGON, DAKOTA	SCHOOL	3,769								3,769	
DUCE, CHARLES	SCHOOL	52,226			860					53,086	
DUSSAULT, DAN	SCHOOL	720								720	
EARLE, REBECCA	SCHOOL	66,041								66,041	
ECHEVERRIA, JACQUELINE	SCHOOL	89,484						830		90,314	STIPEND
EDWARDS, JACQUELINE	SCHOOL	690								690	
EDZWALD, STACEY	SCHOOL	87,143						1,668		88,811	STIPEND
ELLIS, AINSLEY	SCHOOL	15,491								15,491	
ELMSTROM, ANNA	SCHOOL	405								405	
EMACK, JANET	SCHOOL	89,342								89,342	
EMERY, CHELSEA	SCHOOL	2,800								2,800	
EUBANK, SANDRA	SCHOOL	2,040								2,040	
FALES, MARIA	SCHOOL	31,744								31,744	
FALES, MEGAN	SCHOOL	258								258	
FALES, MONICA	SCHOOL	14,088								14,088	
FALES, TERRY	SCHOOL	38,118								38,118	
FEATHERSTON, MARGARET	SCHOOL	430								430	
FERRANTELLA, LINDA	SCHOOL	65,186						1,550		66,736	STIPEND
FERREIRA, CHRISTOPHER	SCHOOL	7,903								7,903	
FEY, JACQUELINE	SCHOOL	95,117								95,117	
FIELD, GLENN	SCHOOL	142,373								142,373	
FONES, LILAH	SCHOOL	144								144	
FOSTER, COURTNEY	SCHOOL	69,183						1,330		70,513	STIPEND
FOURNIER, ERNESTINE	SCHOOL	74,103								74,103	
FRAZIER, KAREN	SCHOOL	360								360	
FREDERICKS, AILEEN	SCHOOL	44,459			114					44,573	
FREEDMAN, LAURA	SCHOOL	390								390	
FRONZUTO, SUZANNE	SCHOOL	85,158								85,158	
FUSARO, ANASTASIA	SCHOOL	56,457								56,457	

		<u>REGULAR</u>	<u>SHIFT</u>	<u>CERTIFICATION</u>		<u>HOLIDAY</u>		<u>OTHER</u>	<u>3rd</u> <u>PARTY</u>	<u>TOTAL</u>	
<u>EMPLOYEE NAME</u>	<u>DEPT</u>	<u>WAGE</u>	<u>DIFFERENTIAL</u>	<u>EDUCATION</u>	<u>OVERTIME</u>	<u>WORKED</u>	<u>LONGEVITY</u>	<u>PAY*</u>	<u>DETAIL</u>	<u>GROSS</u>	<u>NOTES</u>
GAGNON, MICHAEL	SCHOOL	36,650								36,650	
GALLUGI, OLIVIA	SCHOOL	1,836								1,836	
GAMBERONI, RENEE	SCHOOL	85,030								85,030	
GAMMONS, AMY	SCHOOL	30,015								30,015	
GARDNER, GALEN	SCHOOL	97,943						1,668		99,611	STIPEND
GASNAREZ, GLORIA	SCHOOL	160								160	
GAULT, SARAH	SCHOOL	75,699								75,699	
GAUVIN, JESSE	SCHOOL	288								288	
GAYO, ALLISON	SCHOOL	2,898								2,898	
GELLO, KARYN	SCHOOL	70,966								70,966	
GIL, JUANITA	SCHOOL	7,637								7,637	
GILLUM, BEATRICE	SCHOOL	6,690								6,690	
GIRVIN, MICHAEL	SCHOOL	94,691						1,343		96,034	STIPEND
GLAZER, KRISTINE	SCHOOL	180								180	
GOTTLIEB, CHRISTOPHER	SCHOOL	4,369								4,369	
GOTTLIEB, KAREN	SCHOOL	92,086								92,086	
GOTTLIEB, NICOLE	SCHOOL	1,425								1,425	
GOTTLIEB, SETH	SCHOOL	58,420								58,420	
GRANDI, CLARE	SCHOOL	19,294								19,294	
GRANT, SUSAN	SCHOOL	60,052								60,052	
GRAVES, DIANA	SCHOOL	95,048								95,048	
GRAZIADEI, ALICIA	SCHOOL	0						5,970		5,970	STIPEND
GROSS, NICOLE	SCHOOL	51,865								51,865	
GUEVARA, INGRID	SCHOOL	14,400			628					15,028	
GULLICKSEN, VICTORIA	SCHOOL	31,806								31,806	
HANSON, STEPHANIE	SCHOOL	61,729						719		62,448	STIPEND
HARDING, PATRICIA	SCHOOL	34,517								34,517	
HARDY, JANE	SCHOOL	50,208								50,208	
HARIMON, TANDI	SCHOOL	35,115								35,115	
HARNISHFEGER, NAOMI	SCHOOL	192								192	

		REGULAR	SHIFT	CERTIFICATION	HOLIDAY		OTHER	3rd PARTY	TOTAL		
EMPLOYEE NAME	DEPT	WAGE	DIFFERENTIAL	EDUCATION	OVERTIME	WORKED	LONGEVITY	PAY*	DETAIL	GROSS	NOTES
HARRINGTON, ANN	SCHOOL	33,947								33,947	
HARRINGTON, RICHARD	SCHOOL	4,597								4,597	
HARRIS, DAVID	SCHOOL	3,247								3,247	
HARRIS, ELIZABETH	SCHOOL	1,005								1,005	
HARTER, MICHAEL	SCHOOL	4,918								4,918	
HARVEY, STANLEY	SCHOOL	225								225	
HASTINGS, HENRY	SCHOOL	7,479								7,479	
HAY, CAITLIN	SCHOOL	1,410								1,410	
HAYFORD, SUSAN	SCHOOL	40,782								40,782	
HEAD, ROBERT	SCHOOL	85,559								85,559	
HEALY, PATRICK	SCHOOL	578								578	
HEDDEN, JOHN	SCHOOL	2,440								2,440	
HEIMAN, KIRSTEN	SCHOOL	10,733								10,733	
HELLER, ASHLYN	SCHOOL	1,275								1,275	
HICKMAN, REBECCA	SCHOOL	88,798						2,340		91,138	STIPEND
HICKSON, KATHLEEN	SCHOOL	77,307						1,668		78,975	STIPEND
HILLMER, JASMINE	SCHOOL	185								185	
HILTON, CONOR	SCHOOL	655								655	
HITCHCOCK, ELISABETTA	SCHOOL	57,829								57,829	
HOBBY, THOMAS	SCHOOL	3,708								3,708	
HOBSON-DUPONT, JANE	SCHOOL	102,303								102,303	
HOLDEN, TESSA	SCHOOL	32,778								32,778	
HOLDGATE, DEBORAH	SCHOOL	58,248								58,248	
HOLDGATE, KRISTEN	SCHOOL	68,001						1,550		69,551	STIPEND
HOLDGATE, SARAH	SCHOOL	73,920								73,920	
HOLMES, KATHY	SCHOOL	150								150	
HOLMES, MICHELLE	SCHOOL	15,867								15,867	
HOLMES, SCOTT	SCHOOL	4,422								4,422	
HOLTBAKK, MAIKI	SCHOOL	39,305			319					39,623	
HOLTON-ROTH, SARAH	SCHOOL	54,454								54,454	

		<u>REGULAR</u>	<u>SHIFT</u>	<u>CERTIFICATION</u>		<u>HOLIDAY</u>		<u>OTHER</u>	<u>3rd</u> <u>PARTY</u>	<u>TOTAL</u>	
<u>EMPLOYEE NAME</u>	<u>DEPT</u>	<u>WAGE</u>	<u>DIFFERENTIAL</u>	<u>EDUCATION</u>	<u>OVERTIME</u>	<u>WORKED</u>	<u>LONGEVITY</u>	<u>PAY*</u>	<u>DETAIL</u>	<u>GROSS</u>	<u>NOTES</u>
HOOD, LISA	SCHOOL	91,480								91,480	
HORTON, MICHAEL	SCHOOL	110,817								110,817	
HORYN, KATHERINE	SCHOOL	20,838								20,838	
HOURIHAN, EVAN	SCHOOL	1,122								1,122	
HUBERMAN, MATTHEW	SCHOOL	58,497						2,500		60,997	STIPEND
HUDAK, JUSTIN	SCHOOL	38,439						1,660		40,099	STIPEND
HUDSON, CHARLES	SCHOOL	2,440								2,440	
HUGHES, JAMES	SCHOOL	2,261								2,261	
HULL, ANA	SCHOOL	51,110								51,110	
HULL, JOAN	SCHOOL	7,724								7,724	
JANNELLE, BLAIR	SCHOOL	34,602								34,602	
JASKULA, JOYCE	SCHOOL	2,888								2,888	
JELLEME, KRISTINA	SCHOOL	300								300	
JOHNSEN, JOANNE	SCHOOL	73,745								73,745	
JOHNSON, RACHEL	SCHOOL	3,728								3,728	
JOHNSON, STEPHANIE	SCHOOL	93,893						1,550		95,443	STIPEND
JONES, HELAINA	SCHOOL	98,783								98,783	
JONES, PATRICIA	SCHOOL	270								270	
JONES, SARA	SCHOOL	90								90	
JOSLIN, HALEY	SCHOOL	4,191								4,191	
KEARNS, SETH	SCHOOL	71,182								71,182	
KEEME-GILMAN, LISA	SCHOOL	180								180	
KERVIN, SUSAN	SCHOOL	1,564								1,564	
KESSLER, DONNA	SCHOOL	92,086						1,668		93,754	STIPEND
KESSLER, ROBERT	SCHOOL	37,631								37,631	
KING, ERIN	SCHOOL	285								285	
KING, MORGAN	SCHOOL	62,053								62,053	
KINGSTON, JULIE	SCHOOL	77,446						1,245		78,691	
KINSLEY HANCOCK, KRISTINA	SCHOOL	2,480								2,480	
KIRK, ROBIN	SCHOOL	270								270	

		<u>REGULAR</u>	<u>SHIFT</u>	<u>CERTIFICATION</u>		<u>HOLIDAY</u>		<u>OTHER</u>	<u>3rd</u> <u>PARTY</u>	<u>TOTAL</u>	
<u>EMPLOYEE NAME</u>	<u>DEPT</u>	<u>WAGE</u>	<u>DIFFERENTIAL</u>	<u>EDUCATION</u>	<u>OVERTIME</u>	<u>WORKED</u>	<u>LONGEVITY</u>	<u>PAY*</u>	<u>DETAIL</u>	<u>GROSS</u>	<u>NOTES</u>
KITSOCK, AILEEN	SCHOOL	40,196								40,196	
KLINGSPORN, DEBRA	SCHOOL	855								855	
KNAPP, AMY	SCHOOL	87,184								87,184	
KNUTTI, CAROLINE	SCHOOL	3,910								3,910	
KONDERWICH, LINDSEY	SCHOOL	630								630	
KOPACZ, CHANDLER	SCHOOL	2,592								2,592	
KOTALAC, MELANIE	SCHOOL	3,375								3,375	
KUBISCH, KIMBERLY	SCHOOL	128,529								128,529	
KURATEK, JAMES	SCHOOL	56,007								56,007	
KURRELMMEYER, KELLEY	SCHOOL	2,620								2,620	
KUSLER, FINN	SCHOOL	3,438								3,438	
LAFFEY, KATHERINE	SCHOOL	4,351								4,351	
LAFFEY, MEREDITH	SCHOOL	3,218								3,218	
LAMB, LAURA	SCHOOL	36,028								36,028	
LAMPERT, MOLLIE	SCHOOL	31,608								31,608	
LAREAU, ABBIE	SCHOOL	129,412								129,412	
LAREDO, ALLYSON	SCHOOL	1,170								1,170	
LAREDO, JENNIFER	SCHOOL	101,563								101,563	
LAREDO, STEVEN	SCHOOL	93,673						1,668		95,341	STIPEND
LARRABEE, KATHRYN	SCHOOL	31,691								31,691	
LATTANZI, LARRY	SCHOOL	4,770								4,770	
LATTER, CLAIRE	SCHOOL	73,494								73,494	
LATTER, MARK	SCHOOL	5,194								5,194	
LAVIN, SARAH	SCHOOL	2,760								2,760	
LAWRENCE, DEBRA	SCHOOL	11,180								11,180	
LEBLANC, TESS	SCHOOL	6,758								6,758	
LEIGHTON, JAMES	SCHOOL	60,134						1,668		61,802	STIPEND
LEIGHTON, NANCY	SCHOOL	59,477						1,668		61,145	STIPEND
LEMAITRE, ANNE	SCHOOL	85,158								85,158	
LEMUS, LUCIA	SCHOOL	41,054								41,054	

		<u>REGULAR</u>	<u>SHIFT</u>	<u>CERTIFICATION</u>		<u>HOLIDAY</u>		<u>OTHER</u>	<u>3rd</u> <u>PARTY</u>	<u>TOTAL</u>	
<u>EMPLOYEE NAME</u>	<u>DEPT</u>	<u>WAGE</u>	<u>DIFFERENTIAL</u>	<u>EDUCATION</u>	<u>OVERTIME</u>	<u>WORKED</u>	<u>LONGEVITY</u>	<u>PAY*</u>	<u>DETAIL</u>	<u>GROSS</u>	<u>NOTES</u>
LEONE, RICHARD	SCHOOL	360								360	
LEPORE, CATHLEEN	SCHOOL	100,084								100,084	
LESSNER, JESSICA	SCHOOL	28,103								28,103	
LESTER, COURTNEY	SCHOOL	623								623	
LEWIS, JENNIFER	SCHOOL	30,588								30,588	
LEWIS, TORRANCE	SCHOOL	45,217								45,217	
LIDDLE, MATTHEW	SCHOOL	2,760								2,760	
LIDDLE, ROBERT	SCHOOL	57,127						1,668		58,795	STIPEND
LILLI, TARA	SCHOOL	92								92	
LIN, ZHI-WEI	SCHOOL	911								911	
LINDQUIST, KAROL	SCHOOL	8,032								8,032	
LOMBARDI, ADRIENE	SCHOOL	72,651						1,668		74,319	STIPEND
LOMBARDI, LAURA	SCHOOL	2,217								2,217	
LOMBARDI, TRAVIS	SCHOOL	65,306								65,306	
LONDON, SARA	SCHOOL	10,080								10,080	
LONG, MELISSA	SCHOOL	61,220								61,220	
LOTHIAN, TED	SCHOOL	443								443	
LOUCKS, SHERRY	SCHOOL	57,575								57,575	
LOWELL, SHERRI	SCHOOL	34,436			135					34,571	
LUCAS, WILL	SCHOOL	49,047								49,047	
LUCCHINI, JOHN	SCHOOL	105,192								105,192	
MACDONALD, HEATHER	SCHOOL	72,261						3,190		75,451	STIPEND
MACHADO, VAUGHAN	SCHOOL	4,746								4,746	
MACIVER, ERIN	SCHOOL	93,673						4,120		97,793	STIPEND
MACLELLAN, GEORGE	SCHOOL	94,131								94,131	
MACLELLAN, KARIN	SCHOOL	36,058								36,058	
MACONOCHE, ADRIANA	SCHOOL	2,848								2,848	
MACVICAR, MELISSA	SCHOOL	85,559								85,559	
MAHER, ANDREA	SCHOOL	95,813								95,813	
MAILLOUX, BARRY	SCHOOL	49,674			839					50,513	

<u>EMPLOYEE NAME</u>	<u>DEPT</u>	<u>REGULAR</u>	<u>SHIFT</u>	<u>CERTIFICATION</u>	<u>HOLIDAY</u>		<u>OTHER</u>	<u>3rd</u> <u>PARTY</u>	<u>TOTAL</u>	<u>NOTES</u>
		<u>WAGE</u>	<u>DIFFERENTIAL</u>	<u>EDUCATION</u>	<u>OVERTIME</u>	<u>WORKED</u>	<u>LONGEVITY</u>	<u>PAY*</u>	<u>DETAIL</u>	
MAILLOUX, TRACY	SCHOOL	93,846						1,668		95,514 STIPEND
MAJANO, OSCAR	SCHOOL	41,103			29					41,132
MALAVASE, MAUREEN	SCHOOL	2,760								2,760
MALLOY, MONIQUE	SCHOOL	70,485						1,668		72,153 STIPEND
MANCHESTER, AMY	SCHOOL	73,494						1,668		75,162 STIPEND
MANCHESTER, WILLIAM	SCHOOL	94,867						1,668		96,535 STIPEND
MANNING, ROBIN	SCHOOL	2,093								2,093
MART, AMY	SCHOOL	438								438
MARTINEAU, MARTHA PAGE	SCHOOL	94,231						1,668		95,899 STIPEND
MASON, AMANDA	SCHOOL	2,658								2,658
MASON, MERRILL	SCHOOL	14,619								14,619
MAURY, ANN	SCHOOL	100,596								100,596
MAURY, CHRISTOPHER	SCHOOL	124,155								124,155
MAURY, ELIZABETH	SCHOOL	5,194								5,194
MCAVEETY, KATIE	SCHOOL	915								915
MCCARTHY, KADEEM	SCHOOL	1,230								1,230
MCCLINTIC, ALASDAIR	SCHOOL	6,816								6,816
MCCLURE, JEANNE	SCHOOL	9,364								9,364
MCCLUSKEY, STEPHEN	SCHOOL	31,105								31,105
MCCONNELL, ALLYSON	SCHOOL	5,653								5,653
MCCONNELL, MEGHAN	SCHOOL	39,258								39,258
MCCOY, JAMIE	SCHOOL	51,117			154					51,270
MCFARLAND, SUSAN	SCHOOL	56,875						3,828		60,703 STIPEND
MCGONIGLE, KAREN	SCHOOL	120,174								120,174
MCGRADY, JACQUELINE	SCHOOL	2,860								2,860
MCGRATH, STEPHANIE	SCHOOL	2,029								2,029
MCGUINNESS, JOHN	SCHOOL	95,548								95,548
MCGUINNESS, MARY	SCHOOL	103,098								103,098
MCLAUGHLIN, CAROL	SCHOOL	35,731			345					36,076
MCLAUGHLIN, MEGAN	SCHOOL	66,438						1,668		68,106 STIPEND



		<u>REGULAR</u>	<u>SHIFT</u>	<u>CERTIFICATION</u>		<u>HOLIDAY</u>		<u>OTHER</u>	<u>3rd</u> <u>PARTY</u>	<u>TOTAL</u>	
<u>EMPLOYEE NAME</u>	<u>DEPT</u>	<u>WAGE</u>	<u>DIFFERENTIAL</u>	<u>EDUCATION</u>	<u>OVERTIME</u>	<u>WORKED</u>	<u>LONGEVITY</u>	<u>PAY*</u>	<u>DETAIL</u>	<u>GROSS</u>	<u>NOTES</u>
MELVILLE, JANE	SCHOOL	56,356			20					56,376	
MERLINI, KATY	SCHOOL	68,050						1,050		69,100	STIPEND
MILLER, NANCY	SCHOOL	137,522								137,522	
MINELLA, JOSEPH	SCHOOL	44,300								44,300	
MOGENSEN, WILLIAM	SCHOOL	36,556								36,556	
MONROE, SHANE	SCHOOL	2,490								2,490	
MOONEY, KATHLEEN	SCHOOL	91,690						1,668		93,358	STIPEND
MORAN, CASSANDRA	SCHOOL	33,926			449					34,375	
MORAN, JOHN	SCHOOL	7,131								7,131	
MORAN, LORI	SCHOOL	7,131								7,131	
MORAN, SUSAN	SCHOOL	5,895								5,895	
MORRIS, ELIZABETH	SCHOOL	100,521						3,336		103,857	STIPEND
MORROW, ANDREA	SCHOOL	56,280								56,280	
MOSGROBER, JULIE	SCHOOL	57,828								57,828	
MUFFLY, CORINNE	SCHOOL	68,068								68,068	
MUISE, STACY	SCHOOL	30,018								30,018	
MULLIN, ANN MARIE	SCHOOL	98,783								98,783	
MURPHY, COLLEEN	SCHOOL	1,485								1,485	
MURPHY, TAYLOR	SCHOOL	55,603								55,603	
MURRAY, LAUREN	SCHOOL	15,011								15,011	
MURRAY, MEGHAN	SCHOOL	24,246								24,246	
MYERS, GILLEAN	SCHOOL	91,971								91,971	
MYNTTINEN, JOHN	SCHOOL	87,726								87,726	
NATCHEVA, VESSELA	SCHOOL	77,101								77,101	
NEWMAN, JODY	SCHOOL	102,389								102,389	
NICKERSON, CATHERINE	SCHOOL	530								530	
NIELSEN, CARA	SCHOOL	20,013								20,013	
NOLL, BRENDA	SCHOOL	55,685						1,550		57,235	STIPEND
NORMAND, JACLYN	SCHOOL	44,758								44,758	
NORTON, KATHRYN	SCHOOL	31,611								31,611	

		<u>REGULAR</u>	<u>SHIFT</u>	<u>CERTIFICATION</u>		<u>HOLIDAY</u>		<u>OTHER</u>	<u>3rd</u> <u>PARTY</u>	<u>TOTAL</u>	
<u>EMPLOYEE NAME</u>	<u>DEPT</u>	<u>WAGE</u>	<u>DIFFERENTIAL</u>	<u>EDUCATION</u>	<u>OVERTIME</u>	<u>WORKED</u>	<u>LONGEVITY</u>	<u>PAY*</u>	<u>DETAIL</u>	<u>GROSS</u>	<u>NOTES</u>
NORTON, ROBERT	SCHOOL	91,971						830		92,801	STIPEND
O'BANION, LAURA	SCHOOL	87,143								87,143	
OBREMSKI, ELIZABETH	SCHOOL	1,044								1,044	
O'CONNOR, LOGAN	SCHOOL	72,577						4,800		77,377	STIPEND
O'KEEFE, BETH	SCHOOL	95,377						1,668		97,045	STIPEND
O'KEEFE, TRACY	SCHOOL	40,860								40,860	
OLSON, MICHELLE	SCHOOL	95,507								95,507	
O'MALLEY, BRIAN	SCHOOL	1,521								1,521	
O'NEIL, DIANE	SCHOOL	118,755						23,059		141,814	
ORELLANA-EGAN, IRENE	SCHOOL	102,543								102,543	
OSONA, RAFAEL	SCHOOL	5,407								5,407	
PANCHY, PETER	SCHOOL	81,073						3,878		84,951	STIPEND
PARIZEAU, SAMUEL	SCHOOL	1,138								1,138	
PARRATTO, JENNIFER	SCHOOL	290								290	
PARSONS, MOIRA	SCHOOL	24,399								24,399	
PENOTTE, CODY	SCHOOL	15,058								15,058	
PENROSE, COLEY	SCHOOL	2,038								2,038	
PERALES, KATY	SCHOOL	57,903								57,903	
PERFAS, MIRABAI	SCHOOL	360								360	
PERHAM, HANNAH	SCHOOL	2,843								2,843	
PERRY, JOSEPH	SCHOOL	68,340								68,340	
PERRY, MELISSA	SCHOOL	13,052								13,052	
PERRY, MORGAN	SCHOOL	2,264								2,264	
PHANEUF, ANNE	SCHOOL	93,673						1,668		95,341	STIPEND
PHILLIPS, BELINDA	SCHOOL	563								563	
PHILLIPS, FERVON	SCHOOL	3,278								3,278	
PIGNATO, JAMES	SCHOOL	83,559								83,559	
PIGNATO, KIMBERLY	SCHOOL	73,494								73,494	
PINEDA VIVAS, SAUL	SCHOOL	44,616			80			912		45,608	STIPEND
PITTS, EMILY	SCHOOL	900								900	

		REGULAR	SHIFT	CERTIFICATION		HOLIDAY		OTHER	3rd PARTY	TOTAL	
EMPLOYEE NAME	DEPT	WAGE	DIFFERENTIAL	EDUCATION	OVERTIME	WORKED	LONGEVITY	PAY*	DETAIL	GROSS	NOTES
POPOVA, SOFIYA	SCHOOL	35,707								35,707	
POTTER, MARGARET	SCHOOL	1,300								1,300	
PROCH, MICHAEL	SCHOOL	3,297								3,297	
PROCH, THOMAS	SCHOOL	19,294								19,294	
PSARADELIS, JENNIFER	SCHOOL	98,977								98,977	
PSARADELIS, TIMOTHY	SCHOOL	82,337						5,216		87,553	STIPEND
RAIMO, LAURA	SCHOOL	16,517								16,517	
RAMOS, SHERYL	SCHOOL	170								170	
RAY, BONNIE	SCHOOL	85,158								85,158	
RAY, CRYSTAL	SCHOOL	798								798	
REINEMO, ELIZABETH	SCHOOL	26,397								26,397	
REINEMO, MATTHEW	SCHOOL	57,828								57,828	
REIS, ROBIN	SCHOOL	32,364								32,364	
RICHARDS, SUSAN	SCHOOL	32,468								32,468	
RIDGE, NICOLE	SCHOOL	25,590								25,590	
RINGER, RANDOLPH	SCHOOL	180								180	
ROBERTS, ISABELLE	SCHOOL	3,098								3,098	
ROBERTS, MARGARET	SCHOOL	86,578								86,578	
ROBERTS, NATHAN	SCHOOL	6,526								6,526	
ROBERTS, SALLY	SCHOOL	7,195								7,195	
ROBERTS, TRACY	SCHOOL	1,543								1,543	
RODRIQUES, MELINDA	SCHOOL	420								420	
ROETHKE, JILL	SCHOOL	540								540	
ROGGEVEEN, IRENE	SCHOOL	369								369	
ROHRBORN, DOMENICA	SCHOOL	4,422								4,422	
ROJAS, JORGE	SCHOOL	7,131								7,131	
ROMERO, NATHALI	SCHOOL	1,461								1,461	
ROSE, SHERI	SCHOOL	41,049								41,049	
RUSSELL, ELAINE	SCHOOL	450								450	
RYDER, BRIAN	SCHOOL	8,464								8,464	

		REGULAR	SHIFT	CERTIFICATION		HOLIDAY		OTHER	3rd PARTY	TOTAL	
EMPLOYEE NAME	DEPT	WAGE	DIFFERENTIAL	EDUCATION	OVERTIME	WORKED	LONGEVITY	PAY*	DETAIL	GROSS	NOTES
SAGER, ANN	SCHOOL	4,422								4,422	
SAKSURIYONG, SUPACHOKE	SCHOOL	39,444								39,444	
SAMUELS, SONEKA	SCHOOL	1,620								1,620	
SARNIE, CAROLYN	SCHOOL	284								284	
SCARLETT, MARITA	SCHOOL	59,295								59,295	
SCAVILLA, ELIZABETH	SCHOOL	297								297	
SCOTT-MURTAGH, JEAN	SCHOOL	95,122								95,122	
SEAL, CARA	SCHOOL	91,690								91,690	
SEAQUIST, CHRISTINE	SCHOOL	11,020								11,020	
SEARS, COLIN	SCHOOL	1,560								1,560	
SHEA, SCOTT	SCHOOL	12,132								12,132	
SHEEHY, NANCY	SCHOOL	87,918						830		88,748	STIPEND
SHEPPARD, STEPHEN	SCHOOL	60,169								60,169	
SIBLEY, ELIZABETH	SCHOOL	59,270								59,270	
SIEGEL, DAVID	SCHOOL	96,116								96,116	
SINGLETON, THERAN	SCHOOL	87,467								87,467	
SJOLUND, ROBERT	SCHOOL	57,051						1,144		58,195	STIPEND
SJOO, TERESA	SCHOOL	2,200								2,200	
SLADE, NINA	SCHOOL	112,133								112,133	
SMITH, HEIDI	SCHOOL	9,318								9,318	
SNELL, CASEY	SCHOOL	3,835								3,835	
SORTEVIK, STEVEN	SCHOOL	98,659								98,659	
SPENCER, SHIRLEY	SCHOOL	40,854								40,854	
SPLAINE, JEREMIAH	SCHOOL	103,283								103,283	
SPRANKLE, JAMES	SCHOOL	2,760								2,760	
STEADMAN, ELIZA	SCHOOL	5,620								5,620	
STEADMAN, TINA	SCHOOL	763								763	
STEARNS, ANNE	SCHOOL	180								180	
STRAUSS, STEPHANIE	SCHOOL	1,290								1,290	
SULLIVAN, MARGARET	SCHOOL	77,445								77,445	

		<u>REGULAR</u>	<u>SHIFT</u>	<u>CERTIFICATION</u>		<u>HOLIDAY</u>		<u>OTHER</u>	<u>3rd</u> <u>PARTY</u>	<u>TOTAL</u>	
<u>EMPLOYEE NAME</u>	<u>DEPT</u>	<u>WAGE</u>	<u>DIFFERENTIAL</u>	<u>EDUCATION</u>	<u>OVERTIME</u>	<u>WORKED</u>	<u>LONGEVITY</u>	<u>PAY*</u>	<u>DETAIL</u>	<u>GROSS</u>	<u>NOTES</u>
SUPPA, ANTHONY	SCHOOL	62,105								62,105	
SURPRENANT, JILL	SCHOOL	95,548						1,050		96,598	STIPEND
SWAIN, NANCY	SCHOOL	770								770	
SYLVIA, EMILY	SCHOOL	3,149								3,149	
TARPEY, MARY KATE	SCHOOL	90,620								90,620	
TAVERAS, EILLEN	SCHOOL	51,003								51,003	
TAYLOR, SUSAN	SCHOOL	12,074								12,074	
TEJADA CHAVEZ, TERESA	SCHOOL	9,684								9,684	
TEJADA, AMELIA	SCHOOL	21,597								21,597	
TEJADA, ARNOLDO	SCHOOL	60,048								60,048	
TEJADA, ELIDA	SCHOOL	41,025								41,025	
TEJADA, JOSE SAMUEL	SCHOOL	38,000								38,000	
TEJADA, MAXIMO	SCHOOL	44,036								44,036	
TEJADA, SILVIA	SCHOOL	16,254			398					16,652	
THOMPSON, DOROTHY	SCHOOL	90,440								90,440	
THOMPSON, NATALIE	SCHOOL	49,866			122					49,987	
THOMPSON, ROBERT	SCHOOL	48,038								48,038	
TOPHAM, ROSEMARY	SCHOOL	95,377								95,377	
TORMAY, JOSEPH	SCHOOL	38,268								38,268	
TORNOVISH, GRACE-ANNE	SCHOOL	37,871								37,871	
TOWNSEND, JESSICA	SCHOOL	24,604								24,604	
TRAMONTOZZI, ANN	SCHOOL	68,432								68,432	
TROTT-KIELAWA, ANDREW	SCHOOL	60								60	
TURCO, PEGGY	SCHOOL	770								770	
TURNER, KELLY	SCHOOL	18,398								18,398	
TYRER-VASELL, ANNA	SCHOOL	1,620								1,620	
UBALDINO, LAURA	SCHOOL	92,804						1,668		94,472	STIPEND
VAITES, AMY	SCHOOL	93,673								93,673	
VAN BUSKIRK, MARY	SCHOOL	2,760								2,760	
VANVORST, JOYCE	SCHOOL	35,653								35,653	

		<u>REGULAR</u>	<u>SHIFT</u>	<u>CERTIFICATION</u>		<u>HOLIDAY</u>		<u>OTHER</u>	<u>3rd</u> <u>PARTY</u>	<u>TOTAL</u>	
<u>EMPLOYEE NAME</u>	<u>DEPT</u>	<u>WAGE</u>	<u>DIFFERENTIAL</u>	<u>EDUCATION</u>	<u>OVERTIME</u>	<u>WORKED</u>	<u>LONGEVITY</u>	<u>PAY*</u>	<u>DETAIL</u>	<u>GROSS</u>	<u>NOTES</u>
VISCONTI, TERESA	SCHOOL	450								450	
VISELLI, ANDREW	SCHOOL	88,979						415		89,394	STIPEND
VIVAS, JORGE	SCHOOL	42,634			46					42,680	
WADDINGTON, CAITLIN	SCHOOL	98,353								98,353	
WAGNER, ANGELA	SCHOOL	57,071								57,071	
WAREHAM, ROBIN	SCHOOL	173								173	
WARFIELD, JADE	SCHOOL	113								113	
WEAVER, LINNEA	SCHOOL	89,516						1,668		91,184	STIPEND
WEBB, DAVID	SCHOOL	5,211								5,211	
WEIDMAN, IZABELA	SCHOOL	438								438	
WELCH, CHRISTOPHER	SCHOOL	4,802								4,802	
WELD, CAROLINE	SCHOOL	4,103								4,103	
WENDELKEN, ERIK	SCHOOL	90,528						1,668		92,196	STIPEND
WILLIAMS, JEDEDIAH	SCHOOL	25,190								25,190	
WILLIAMS, JENNIFER	SCHOOL	640								640	
WILLIAMS, KARENLYNN	SCHOOL	34,223								34,223	
WILLIAMS, STACEY	SCHOOL	31,768								31,768	
WODYNSKI, JUDITH	SCHOOL	2,160								2,160	
WOLF, ANASTASIA	SCHOOL	795								795	
WOLFF, BRIANNE	SCHOOL	68,432						1,668		70,100	STIPEND
WOODLEY, BONNIE	SCHOOL	39,338								39,338	
WOODLEY, CAMILLA	SCHOOL	1,845								1,845	
YOUNG, JASPER	SCHOOL	75								75	
YUE, LAUREN	SCHOOL	380								380	
ZAITSAVA, YULIYA	SCHOOL	19,409								19,409	
ZAYAS, CARMEN	SCHOOL	66,563								66,563	
ZHU, YEPING	SCHOOL	60,052								60,052	
ZIEFF, BENJAMIN	SCHOOL	710								710	
ZIEFF, JOSEPH	SCHOOL	1,144								1,144	
ZODDA, MARIA	SCHOOL	270								270	

		<u>REGULAR</u>	<u>SHIFT</u>	<u>CERTIFICATION</u>		<u>HOLIDAY</u>		<u>OTHER</u>	<u>3rd</u> <u>PARTY</u>	<u>TOTAL</u>	
<u>EMPLOYEE NAME</u>	<u>DEPT</u>	<u>WAGE</u>	<u>DIFFERENTIAL</u>	<u>EDUCATION</u>	<u>OVERTIME</u>	<u>WORKED</u>	<u>LONGEVITY</u>	<u>PAY*</u>	<u>DETAIL</u>	<u>GROSS</u>	<u>NOTES</u>
BENCHLEY, ROBERT	SCONSET WATER	700								700	
BAUER, HEIDI	TOWN ADMIN	65,687			2,354	48				68,089	
BRIDGES, JASON	TOWN ADMIN	33,732			175					33,908	
GIBSON, C ELIZABETH	TOWN ADMIN	136,808								136,808	
MCANDREW, ANNE	TOWN ADMIN	58,074					1,141			59,215	
MOONEY, ERIKA D	TOWN ADMIN	59,450			3,735		1,399	11,366		75,950	
NORTON, TERRY	TOWN ADMIN	57,670					1,157	454		59,280	
TIVNAN, GREGG	TOWN ADMIN	100,817								100,817	
HOLDGATE, GAIL	TOWN CLERK	64,415		1,040	1,389		1,304			68,148	
HOLMES, NANCY	TOWN CLERK	63,624		520	1,242		1,262	81		66,729	
STOVER, CATHERINE	TOWN CLERK	91,875		960						92,835	
HAMILTON, MARY KATHERINE	VIS SERV	98,531					4,702	1,442		104,675	
SHARPE, DAVID	VIS SERV	71,138			1,302		2,834			75,275	
BURNS, SUSAN	VIS SERV SEAS	7,246								7,246	
CATON, CAROL	VIS SERV SEAS	8,840			147					8,987	
CICERRELLA, ANNE	VIS SERV SEAS	10,595								10,595	
CONLON, HUGH	VIS SERV SEAS	3,162								3,162	
DIX, ELLIOT	VIS SERV SEAS	3,996								3,996	
HARDY, JANE	VIS SERV SEAS	10,752								10,752	
ROCHE, JANE	VIS SERV SEAS	13,184								13,184	
TATE, SUSAN	VIS SERV SEAS	7,319								7,319	
TRAINOR, JUSTIN	VIS SERV SEAS	1,911								1,911	
BUTLER, PERRY	WASTEWATER	69,901			33,653		3,593			107,147	
FRAZIER, PAUL	WASTEWATER	57,004			4,600					61,604	
GARY, ARDIS	WASTEWATER	68,293			11,895		1,306			81,493	
GRAY, DAVID	WASTEWATER	79,133			28,867					108,000	
HARDY, JAMES	WASTEWATER	57,643			4,233					61,875	
INGLIS, ROBERT	WASTEWATER	76,673			6,182		3,904			86,758	
LEVEILLE, WILLY	WASTEWATER	67,579			10,020		2,026			79,626	
MANNING, KEVIN	WASTEWATER	73,142			1,409		2,248			76,798	

		<u>REGULAR</u>	<u>SHIFT</u>	<u>CERTIFICATION</u>	<u>HOLIDAY</u>		<u>OTHER</u>	<u>3rd</u> <u>PARTY</u>	<u>TOTAL</u>		
<u>EMPLOYEE NAME</u>	<u>DEPT</u>	<u>WAGE</u>	<u>DIFFERENTIAL</u>	<u>EDUCATION</u>	<u>OVERTIME</u>	<u>WORKED</u>	<u>LONGEVITY</u>	<u>PAY*</u>	<u>DETAIL</u>	<u>GROSS</u>	<u>NOTES</u>
MOONEY, SHAWN	WASTEWATER	54,052			4,178					58,230	
MOORE, RICHARD	WASTEWATER	76,816			23,681					100,497	
EARLE, ROBERT	WWCO	78,825			1,704		2,373			82,902	
GARDNER, ROBERT	WWCO	143,439					5,645			149,084	
GLIDDEN, J CURTIS	WWCO	68,096					3,379			71,475	
HOLDGATE, HEIDI	WWCO	105,264					5,224			110,488	
JOHNSEN, JEFFREY	WWCO	68,335			317		3,400			72,052	
MANSFIELD, ANDREA	WWCO	73,326					2,180			75,506	
PYKOSZ, CHRISTOPHER	WWCO	108,726					5,396			114,121	
ROBERTS, KYLE	WWCO	78,778			5,121		1,556			85,455	
ROBERTS, LINDA	WWCO	72,276					3,586			75,862	
WEST, ROBERT	WWCO	75,936			435		2,272			78,643	
WILLETT, MARK	WWCO	103,360			2,126		4,102			109,588	



KEY:

AAB	Abatement Advisory Committee
BOS	Board of Selectmen
COD	Commission on Disability
CPC	Community Preservation Committee
DPW	Department of Public Works
DPW ENERGY	Energy Office Coordinator
DPW SEAS	Department of Public Works Seasonal Employee
HR	Human Resources
HUM SER	Human Services
IT/GIS	Information Technology/Geographic Information Systems
MARINE	Marine Department
MARINE SEAS	Seasonal Marine Employee
NRD	Natural Resources Department
NRD SEAS	Natural Resources Department Seasonal Employee
OIH	Our Island Home
PLUS	Planning and Land Use Services
PLUS SEAS	Seasonal PLUS Employee
POLICE CSO	Police – Community Service Officer
POLICE DIS	Police – Dispatch
POLICE IT	Police – Information Technology
ROD	Registry of Deeds
TOWN ADMIN	Town Administration
VIS SERV	Visitor Services Department
VIS SERV SEAS	Visitor Services Department Seasonal Employee
WWCO	Wannacomet Water Company